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ABSTRACT

Kishwaukee College conducted a survey of DeKalb County and the Rochelle Township High School District in Illinois during July and August 1971 which (1) determined the area's current and potential manpower resources; (2) identified and described the settled-in Spanish speaking population of the area; (3) determined the area's existing and potential employment opportunities; (4) identified area resources capable of providing for training needs; and (5) provided information to the Illinois Employment service regarding personnel available for work, job opportunities, and projected employment needs. Three phases of the survey were conducted: (1) a mailing of multiple copies of a manpower questionnaire to the 26,740 households in the area (20 percent response), (2) interviewing 1,203 individuals ages 16 to 65 in 566 randomly selected area households, and (3) interviewing 95 randomly selected area farmers. Thirty-six tables and 19 figures present the results of the data gathered. Detailed information is presented relating the many variables considered. A narrative presentation draws out of the tables selected items for comment and explains some of the figures. The survey questionnaires are included in the appendix. (AG)

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Table of Contents

Section 1	**Overview**	7
Section 2	**Survey Goals and Description of Area** Survey Goals Description of Survey Area	13
Section 3	**Survey of Manpower** Mailed Questionnaires Personal Interviews with Community Residents Personal Interviews with Rural Residents	21
Section 4	**Survey of Spanish-Speaking Residents** Settled-In Spanish-Speaking Population Migrant Workers	35
Section 5	**Survey of Employers**	41
Section 6	**Appendixes** Appendix A - Methodology Appendix B - Survey Questionnaires Appendix C - Summary of Survey Publicity Appendix D - Cooperating Agencies	49

BEST COPY AVAILABLE

Listing of Figures

Figure 1:	Sex of Respondents - Mailed Survey	21
Figure 2:	Marital Status of Respondents - Mailed Survey	21
Figure 3:	Actively Seeking Employment - Mailed Survey	26
Figure 4:	Would Apply for New Job - Mailed Survey	26
Figure 5:	Wage Level Required for New Job - Mailed Survey	26
Figure 6:	Sex of Respondents - Personal Interviews	27
Figure 7:	Marital Status of Respondents - Personal Interviews	27
Figure 8:	Actively Seeking Employment - Personal Interviews	27
Figure 9:	Persons Attending School Full-Time	28
Figure 10:	Persons Attending School Part-Time	28
Figure 11:	Farmers Employed Off the Farm	30
Figure 12:	Types of Remuneration to Employees	30
Figure 13:	Projected Number of Additional Full-Time Employees Needed Within Next 5 Years	30
Figure 14:	Percent Who Would Leave Farming	33
Figure 15:	Sex of Respondents -- Spanish-Speaking	35
Figure 16:	Marital Status of Respondents -- Spanish-Speaking	35
Figure 17:	Work Status of Spanish-Speaking Persons	37
Figure 18:	Actively Seeking Employment -- Spanish-Speaking	37
Figure 19:	Would Apply for New Jobs - Spanish-Speaking	37

BEST COPY AVAILABLE

Listing of Tables

Table 1	Age of Respondents - Mailed Survey	22
Table 2	Formal Education of Respondents - Mailed Survey	22
Table 3	Current Occupations of Respondents	23
Table 4	Secondary Occupational Skills of Respondents	23
Table 5	Training of Respondents	25
Table 6	Relationship of Income to Training	25
Table 7	Reported Yearly Income of Respondents by Occupational Groups	24
Table 8	Reported Yearly Income of Respondents by Formal Education	25
Table 9	Age of Respondents - Personal Interviews	27
Table 10	Highest Level of Education Completed	27
Table 11	Age, Sex and Marital Status of Persons Actively Seeking Employment	27
Table 12	Length of Current Employment of Respondents	29
Table 13	Length of Community Residence	29
Table 14	Farm Acreage Owned and Operated	29
Table 15	Acreage of Farm Operations	31
Table 16	Acreage Owned by Farmers	31
Table 17	Acreage Worked by Farmers But Not Owned	31
Table 18	Work Status of Employees of Farmers	31
Table 19	Hourly Wage Rates of Employees of Farmers	32
Table 20	Farmers Who Expect to be Farming Five Years From Now	33
Table 21	Age of Respondents - Spanish-Speaking	36
Table 22	Formal Education of Respondents - Spanish-Speaking	36
Table 23	Literacy Level of the Spanish-Speaking Community	37
Table 24	Wage Level Required for New Job - Spanish-Speaking	37
Table 25	Reported Yearly Income of Respondents	39
Table 26	Length of Current Employment - Spanish-Speaking	39
Table 27	Major Firms by SIC Classification	43
Table 28	Major Firms by Size	43
Table 29	Total Employees by OE Classification	43
Table 30	Employer Perception of Local Supply of Workers by SIC Classifications	45
Table 31	Projected Manpower Needs by Type of Firm	45
Table 32	Annual Turnover Rate by SIC Classification	45
Table 33	Union Status by SIC Classification	45
Table 34	Employment of Minority Workers by SIC Classification	47
Table 35	Training Programs and Fringe Benefits Available by SIC Classification	47
Table 36	Reported Average Hourly Wage and Annual Salaries by SIC Classification	47

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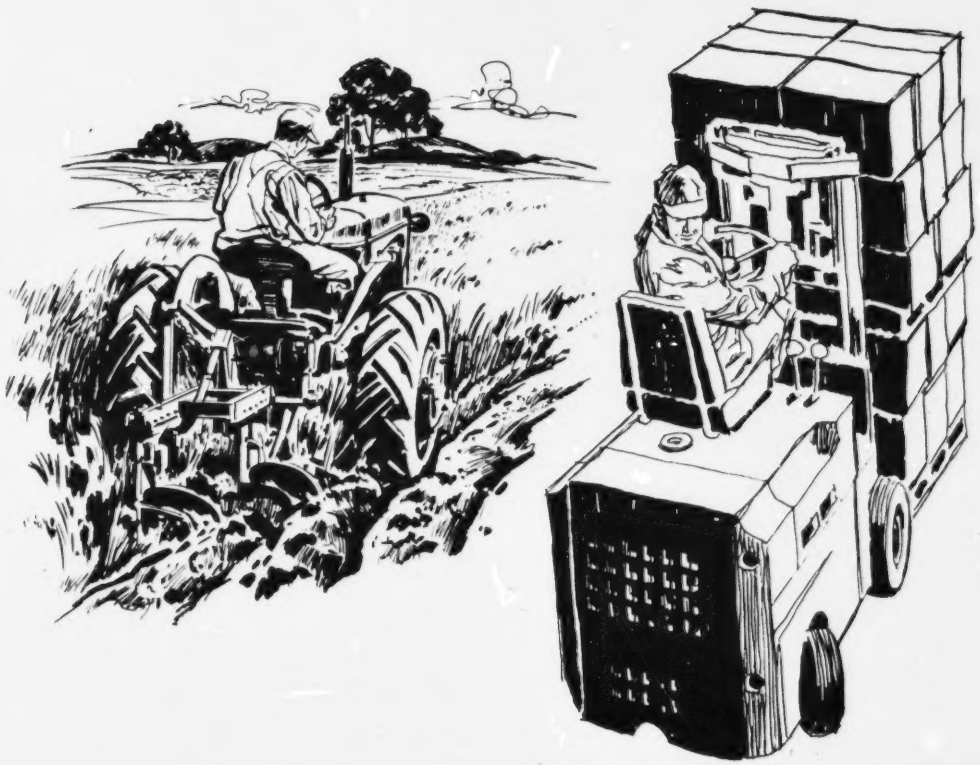
* Respondents exhibited high level of education.

* Personal interviews confirmed all results of mailed questionnaire except job-seeking.

* Total of 27,101 jobs classified in survey.

* Two distinct factions of settled-in Spanish-speaking persons identified.



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Section 1: Overview

During the months of July and August of 1971, Kishwaukee College conducted a survey of DeKalb County and the Rochelle Township High School District in the state of Illinois. The survey was conducted in cooperation with the Illinois State Employment Service and was funded under a grant from the United States Department of Labor, Rural Manpower Service.

The multi-purpose survey had several short term goals that were to be realized with the completion of the survey document. In addition, it was hoped and anticipated that several future long term goals would be attained through the use of the results of the survey.

Short term goals included (1) the determination of current and potential manpower resources of the area, (2) the identification and description of the settled-in Spanish-speaking population of the area, (3) the determination of existing and potential employment opportunities of the area, (4) the identification of area resources which would provide for manpower training and/or retraining needs, and (5) the providing of information to the Illinois Employment Service regarding available personnel for work, identified job openings and projected employment needs. Obviously, the attainment of these short term goals would provide a final document which would be much more encompassing and diverse than the typical manpower survey.

In an effort to attain the short term goal of determining the current and potential manpower resources of the area, the inventory team conducted a manpower survey of the area. This survey consisted of three distinct but related phases: (1) the mailing of multiple copies of a manpower questionnaire to the 26,740 households in the area, (2) the interviewing of 1,203 individuals between the ages of 16 and 65 residing within 566 randomly selected households in the area, and (3) the interviewing of 95 randomly selected area farmers.

The 20% return rate achieved for the mailed questionnaire enabled the survey team to obtain considerable information regarding the make-up of the labor force between the ages of 16 and 65. The respondents exhibited a high level of formal education with more than 80% having completed high school and fully 50% having attended college.

Information regarding current occupations of the respondents was obtained and enumerated on the basis of specific written responses. This data provides a picture of the current labor force that is descriptive of the respondents' own perceptions of their occupational endeavors. Additional data regarding occupational skills of respondents not necessarily being used was also obtained. This extra dimension provides a description of the vast pool of labor available in the area.

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In an effort to describe the current economical situation of the labor force in the area, income information was gathered. This income data was compared and enumerated by the training of the respondents, by formal education, and by occupational groupings. The average income of the individuals responding to the income question was $10,112.

The foregoing and other information obtained through the questionnaires is detailed in Section 3.

To determine whether or not there were any severe biasing factors in the mailed questionnaires returned, personal interviews were conducted with a large sampling of the survey area population. These interviews substantiated the percentage breakdowns of all items selected for comparison with the exception of the 'actively seeking employment' item. A four-percentage-point differential was found in the comparison for this latter item with 11.3% of the questionnaire respondents answering yes and 7.3% of those personally interviewed answering in a like manner. Selected additional information was obtained through the interview process. Information gained regarding length of current employment and length of community residence substantiated the fact that the area is one of the fastest growing areas in the state, although there is a stable core of manpower in the area. The personal interview information is detailed in Section 3.

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Personal interviews were conducted with a sample of area farmers in order to obtain a better picture of their current agricultural operations as well as their future expectations. It was determined that in many cases the agricultural operations include both the working of acres owned as well as the working of additional acres on a tenant basis. A substantial number of those interviewed also work at jobs off the farm. Of importance and interest is the fact that the great majority of those currently farming want and expect to be farming five years hence, though over a fourth thought that their greatest problem would be in obtaining additional acreage for expansion. Section 3 includes detailed information gathered from those interviews.

A separate and complete personal survey of the settled-in Spanish-speaking residents of the area was undertaken and completed by a member of the survey team having not only bilingual skills but also considerable interpersonal skills and background knowledge of this unique segment of the population. Two distinct factions, those of Mexican heritage and those of Cuban heritage, were identified and described. As is revealed in Section 4, the educational background and training opportunities for those of Mexican heritage were found to be considerably below those of the native American population, though the situation of the Cuban more nearly approximated that of the native Americans. In general, the economic condition of the Spanish-speaking persons was inferior to that of the native American, and a considerable degree of job dissatisfaction was found.

In order to obtain complete and timely data regarding employment opportunities and projections, a survey of employers was also undertaken. Data was collected through the personal interview process from all area firms employing more than 10 persons and from a sampling of smaller establishments in each community. These personal interviews provided current employment data on more than 80% of the total work force in the area. The results of this portion of the survey are enumerated in Section 5.

A description of the types of employers classified by the Standard Industrial Classification was obtained. Occupations of the employees within the establishments were obtained and classified by the Office of Education classification system. A total of 27,101 jobs were classified. The employer perception of the local supply of workers revealed scarcities in several areas. Employer five-year projections of the need for additional manpower revealed that the employers were nearly unanimous in projecting little or no decrease in needs while most were anticipating increases in employment opportunities. Most take an optimistic view of the economic growth potential of the area.

Additional employer information including average wages, fringe benefits, training programs, turnover rates and minority worker employment opportunities is described in Section 5.

In examining the area resources for the providing of manpower training and retraining, it was determined that several avenues are open. In-service and on-the-job training programs are provided in many of the area industries. In addition, state and community agencies such as the University of Illinois Extension Service, the Farm Bureau, Concerted Services in Training and Education, and others present short workshops and extended programs for area residents. Several of the area public school districts provide evening adult education courses although this function has been curtailed in some of the districts because of budgetary limitations. Northern Illinois University through its continuing education branch can and does respond to certain of the needs of the area.

Kishwaukee College which serves nearly all of the area surveyed and which has as two of its major functions adult and continuing education and vocational/technical training seems prepared to offer a variety of programs and courses for manpower training and/or retraining. As a public community junior college, this institution is geared to react to community needs on short notice and would seem to be the likely agency to provide for many of the identified and yet to be determined training needs of the area. Adult education courses and vocational/technical programs are already numerous at Kishwaukee College, but as community and personal needs become further identified, this institution should be prepared to expand its offerings even further.

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In addition to the short term goals that have been attained with the completion of the survey document, one ultimate, multi-faceted long term objective remains to be attained through the utilization of the document data. The primary long-range objective is the preparation of an overall economic development plan for the area which will include:

- the matching of employment needs with existing manpower resources to optimize full employment in the area;
- the development of efficient educational programming that will respond to manpower training needs and the future needs of agriculture, business and industry;
- the identification and utilization of area resources in support of upgrading economic growth in the area;
- the review and evaluation of basic living services (housing, utilities, health services) in an effort to improve the general living conditions in the area; and
- a follow-up and evaluation of the inventory results for the purpose of future planning and utilization of data.

Obviously, the five preceding tasks cannot be carried out by any one agency, but rather they must be accomplished through the combined efforts of several agencies which are representative of and cognizant of the needs of agriculture, business, education, human services, industry, and local, state and federal government. It is hoped that through a concerted effort of all involved and concerned that the data in this survey will be utilized to create a model development plan which might be observed and followed by the remainder of the state and nation.

* Area's economy strong, based on agriculture, business, construction, food processing, and manufacturing.

* Long-range goal to provide data for preparation of overall economic development plan.

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Section 2:
Survey Goals and Description of Area

In June, 1971, a Kishwaukee Area Manpower Inventory Team was formed. The team, consisting of Kishwaukee College staff members and Illinois State Employment Service employees, developed plans to study the current economic situation in DeKalb County and the adjoining Rochelle Township High School District, the ultimate objective being to establish a workable comprehensive plan for the future economic, agricultural and educational growth of the area.

The Manpower Team addressed itself to current and future manpower-employment needs of the survey area, attempting to describe the available essential economic services. The information gained through the survey is intended to help local agencies, educators and individual citizens to better understand the current economic situation, better utilize existing area resources and improve the general living conditions in the area.

The team, prior to establishing the survey instruments, identified the following specific short term objectives:

* to determine current and potential manpower resources of the area.
* to identify and describe the settled-in Spanish-speaking population of the area.
* to determine the existing and potential employment opportunities in the area.
* to identify area resources which will support manpower training needs.
* to identify and evaluate the existing economic resources which would support economic and educational growth in the area.
* to provide ongoing information to the Illinois State Employment Service regarding available personnel for work and specific job openings as they are identified.

The following long-range objective of the inventory was identified:

* to provide data necessary in the preparation of an overall economic development plan for the area which would include:

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a. The matching of employment needs with existing manpower resources to optimize full employment in the area.

b. The development of efficient educational programming that would respond to manpower training needs and future needs of agriculture, business and industry.

c. The identification and utilization of area resources in support of upgrading economic growth in the area.

d. The review and evaluation of basic living services (housing, utilities, health services) in an effort to improve the general living conditions of the area.

e. A joint follow-up and evaluation of the inventory results for the purpose of future planning and utilization of resulting data.

Inventory Follow-up

To best utilize the results of the inventory, the Manpower Team indicated the need for a follow-up which would attempt to act upon the following objectives:

* to establish priorities based on the evaluation of collected data and the trends displayed by that data.

* to develop specific plans of action which would respond to the most crucial and immediate concerns expressed by the inventory results.

* to elicit community commitment in the process of directly responding to areas calling for action.

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To effectively utilize survey results, both Kishwaukee College and the Illinois State Employment Service are working with agencies and interested citizens in area communities to help establish programs and to make necessary recommendations to enhance the educational and economic growth of this area.

Description of Survey Area

Geographical. DeKalb County marks the eastern boundary of the survey area. Geographically, the area covered by the survey includes the 646 square miles in DeKalb County and the 220 square miles of land in parts of three counties, comprising the Rochelle Township High School District: Lee, Ogle and DeKalb counties. About 20 square miles of land in the high school district is also in DeKalb County.

DeKalb County is essentially prairie land, rectangular in shape, 18 miles wide and 36 miles long, and is located about 60 miles directly west of Chicago. The Rochelle Township High School District is adjacent to the western boundary of DeKalb County and its boundaries are quite irregular.

There is little timber and only a few running streams in DeKalb County. This led early settlers to believe that the rolling prairies in the central portion of the county would serve only as a large range for stock. But today, DeKalb County has some of the wealthiest and most productive farms in the nation.

Identification of Communities. A total of 21 cities or villages lie within the survey area. Those in DeKalb County are Cortland, DeKalb, Genoa, Hinckley, Kingston, Kirkland, Lee, Malta, Sandwich, Shabbona, Somonauk, Sycamore and Waterman. In the Rochelle Township High School District are the communities of Creston, Esmond, Hillcrest, Holcomb, Kings, Lindenwood, Rochelle and Steward.

Population. According to the 1970 U.S. Census Bureau figures, the population of the survey area is 86,154; DeKalb County has a population of 71,654 and the Rochelle Township High School District has a population of 14,500. The Rochelle area also has a migrant population from April through October of about 1,000 persons.

DeKalb County's population increase since 1960 is 38.6%, a percentage of increase exceeded by only two counties in Illinois: DuPage County, with a 56.9% increase, and Kendall County with a 50.4% increase. In addition, all 21 communities in the survey area had population increases during the past 10 years with the rate of increase ranging from 5.8% to the 78.2% increase in the city of DeKalb (the 181.3% increase in the small and comparatively young village of Hillcrest excepted). The large population increases, particularly in the urban areas suggest the necessity for the development of programs which will utilize the growing potential work force of the area.

The 1960 and 1970 population figures of each city and village, along with the percentage of increase, is listed below:

Name of community DeKalb County	1960	1970	Percent increase
Cortland	461	541	17.4
DeKalb	18,486	32,949	78.2
Genoa	2,330	3,003	28.9
Hinckley	940	1,053	12.0
Kingston	406	481	18.5
Kirkland	928	1,138	22.6
Lee	228	252	10.9
Malta	782	961	22.9
Sandwich	3,842	5,046	31.3
Shabbona	690	730	5.8
Somonauk	899	1,012	12.6
Sycamore	6,961	7,583	9.8
Waterman	916	990	8.1

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Rochelle Twp. High School District			
Creston	454	595	31.1
Rochelle	7,008	8,588	22.5
Steward	264	308	16.7

No census data is presently available for Esmond, Hillcrest, Holcomb, Kings and Lindenwood.

Brief History of the Survey Area. The first settlement in DeKalb County was made in 1834, and the first school was held in 1836. In 1837, the county seat was established in Sycamore. The county was named in honor of Baron DeKalb, who, on the outbreak of the American Revolution, offered his services to the Colonies, was accepted, and after nearly four years of fighting, fell in battle.

DeKalb, the largest city in the survey area, was originally known as Buena Vista, and it had only 29 residents in 1850. The early settlers began cultivating the fertile soil of the area, and as more acres of land were put into cultivation, DeKalb became the trade center of the county. The building of railroads in the county doomed some of the earlier communities to extinction and further paved the way for DeKalb to become a city of major importance in the area.

The Illinois map (right) locates the survey area which is about 60 miles west of Chicago in the northern part of the state. The detailed survey area map on the next page.

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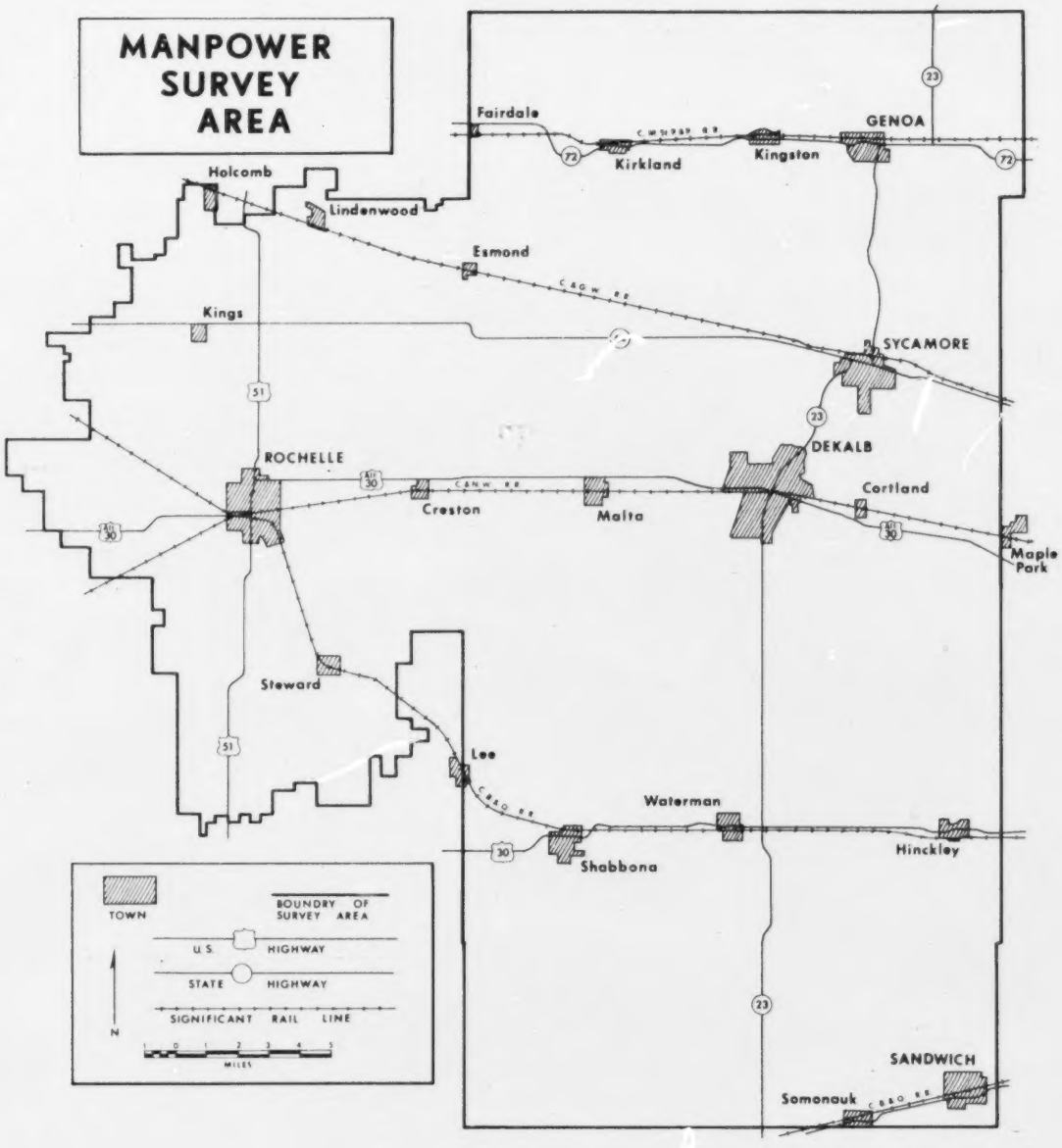

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Two of the first manufacturing establishments in the county were in Sandwich and Sycamore, but it was the invention of barbed-wire by Joseph Glidden, who made his home in DeKalb, that brought to the area its first wide-spread recognition. DeKalb was established as the manufacturing center for the product and the city still carries the nickname 'Barb City.'

The history of the survey area is not without its colorful moments. In 1865, Rochelle had its name changed from Lane in an attempt to remove the stigma of 'Hangman's Town' that it had received four years earlier when some of its citizens lynched a suspected arsonist from the courthouse window.

Economy. The area's economy is a strong one which is based on a combination of agriculture, business, construction, food processing and manufacturing. Agriculturally, the area is one of the most productive in the nation in the production of grain. As noted in a recent study,* the economic growth of the area has accelerated since the 1950s due to two factors: (1) an expansion of manufacturing employment and (2) the impact of Northern Illinois University employment and the retail and service activity required to serve the growing student population. Compared to the average employment increase for northwestern Illinois counties, employment in DeKalb County has increased at a rapid rate. For example, between 1950 and 1960, DeKalb County employment increased by 30.3%, compared to a 0.3% increase for the northwestern Illinois area. The economic growth potential of the survey area is great and is enhanced by the area's proximity to Chicago, one of the major markets and transportation centers of the nation.

Transportation. Five railroad lines serve the survey area: the Great Western, the Chicago snd Northwestern, the Burlington Northern, the Illinois Central and the Milwaukee Road. These railroads provide adequate freight traffic; however, passenger transportation is non-existent. Nor, do any of the area's airfields have any scheduled passenger air service, due to the proximity of O'Hare International Airport in Chicago and the Greater Rockford Airport, which is within 20 miles of the survey area.

North-south highways in the survey area include Illinois Rte. 23, which goes through DeKalb and Sycamore, and Illinois Rte. 51, which goes through Rochelle. Illinois Rte. 47 is a major two-lane north-south highway located a few miles to the east of DeKalb County. East-west highways include Illinois Rte. 72 through Genoa, Kingston and Kirkland; Illinois Rte. 64 through Sycamore; U.S. Alt. 30 through DeKalb, Malta, and Rochelle; U.S. Rte. 30 through Hinckley, Waterman and Shabbona; and U.S. Rte. 34 cutting across the southeastern corner of the county through Sandwich and Somonauk.

The Illinois State Toll Highway Authority is presently constructing a toll highway east-west through DeKalb County which will connect the survey area with Chicago to the east and to the Quad City area on the Iowa border to the west. This toll road will pass just to the south of DeKalb and Rochelle and will have interchanges near these cities.

Education. The presence of two colleges, Northern Illinois University and Kishwaukee College, has had a significant influence on the educational level and the economic growth of the area.

Northern Illinois University, located in DeKalb, was established in 1895 as Northern Illinois State Normal School. On July 1, 1957, by action of the 70th General Assembly, it became Northern Illinois University. Since that time, authority has been granted for the university to offer additional baccalaureate and master's degrees, certificates of advanced study and doctoral degrees.

*Barton-Aschman Associates, *Background Studies, Comprehensive Plan*, City of DeKalb, Illinois. Chicago, 1968, p. 2.

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The instructional services of the university are administered under six major divisions including the College of Business, the College of Continuing Education, the College of Education, the College of Fine and Applied Arts, the Graduate School, and the College of Liberal Arts and Sciences.

Enrollment in 1952 was an even 2,000, while in 1971 the enrollment is more than 24,000. Northern Illinois University presently employs 3,051 full-time people, 1,454 of whom are faculty members.

Northern Illinois University offers to persons throughout the survey area classes, plays, lecture series, art shows, concerts, athletic and other events.

Kishwaukee College, located one mile northwest of Malta, is a comprehensive community junior college serving the high school districts of DeKalb, Genoa-Kingston, Kirkland, Malta, Rochelle, Shabbona, Sycamore and Waterman. It was voted into existence in 1967 and had a first-year student enrollment of 600 in the fall of 1968. Its enrollment reached its present high of 1,763 in the fall of 1971.

In order to meet the needs of the community, the college has a multi-purpose program which includes:

* vocational and technical training to meet the needs of people who wish to improve their skills, prepare for advancement or change of employment, gain a vocational experience, or expand their general education in these fields.
* a general studies curriculum for non-high school graduates.
* a two-year program for high school graduates who wish to transfer to four-year colleges and universities.
* courses for adults who are seeking, through education, new ideas, hobbies, friends and cultural enrichment.

The college offers an extensive evening school program to residents of all ages throughout the survey area. It also recognizes as one of its purposes a contribution to the cultural progress of the communities it serves.

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* 84 percent graduated from high school, 50 percent from college.

* 45 percent of persons with formal job training earn more than $9,000 a year

* 90 percent of farmers expect to be farming in five years

* 80 percent of farmers' operations involve more than 160 acres, with a median of 406 acres.

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Section 3:
Survey of Manpower

The survey of manpower in the Kishwaukee area consisted of three distinct phases: (1) the mailing of multiple copies of questionnaires to the 26,740 households in the survey area, (2) the interviewing of 1,203 individuals between the ages of 16 and 65 residing in 566 households in incoporated areas, and (3) the interviewing of the residents of 95 randomly selected farms within the survey area.

Multiple copies of a specially devised manpower inventory questionnaire were mailed to the 26,740 households in the survey area. Along with the questionnaires were included a letter explaining the project, an instruction sheet, and a postage paid return envelope. Each member of the household between the ages of 16 and 65 inclusive was asked to complete and return a questionnaire. If additional questionnaires were required within any household, respondents were given a telephone number to call to request additional copies. Also, additional questionnaires were placed in grocery stores and other places of business in several communities, giving area residents an additional opportunity to complete a questionnaire. A total of 6,495 completed questionnaires were returned. This represents a return of 20% of the estimated 33,000 potential workers of the survey area between the ages of 16 and 65. All respondents did not answer all questions; therefore, total responses vary with most questionnaire items. Percentages have been calculated for most items for ease of interpretation.

Figures 1 and 2 illustrate that the sex of the respondents was nearly equally divided while 77% were married, 19.8% were single and 3.2% were divorced. As is evidenced in Table 1, 88.5% of the respondents were 21 years of age or older and over 70% were beyond the age of 25, an age at which the majority of the population can be assumed to have entered into an occupational endeavor.

Figure 1

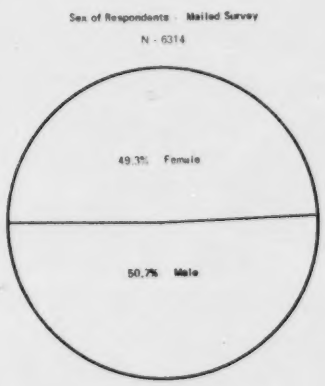

Figure 2

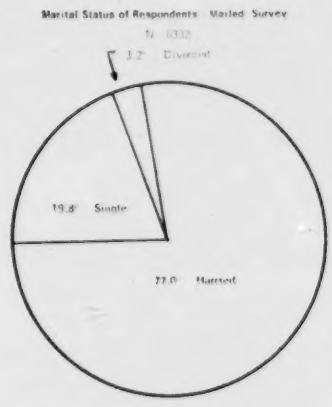

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Table 2 is illustrative of the relatively high educational level of the respondents. Over 84% of the respondents graduated from high school while fully 50% had attended college. The effect of Kishwaukee College and Northern Illinois University on the educational level of the population must be considered as an important factor. Since the community college had only been in existence for three years at the time of the survey and since much of the programming of that institution is directed toward the education of adults, it seems likely that its effect will be even greater in the years to come. The fact that over 28% of the respondents have baccalaureate or higher degrees seems to be illustrative of the effect of the professional staff of Northern Illinois University and other educational institutions on the total survey area.

Table 3 reflects the statements of the respondents regarding their current occupations. These responses were coded from the statement of specific occupations by each respondent. The table is a descriptive one which illustrates the variety of occupational endeavors engaged in by the respondents. Table 4 is of interest in that it specifies occupational skills which the respondents possess by way of training and/or experience but which they are not necessarily using currently. Multiple responses were permitted and 16,354 were obtained. The table illustrates the occupational pools of manpower available in the survey area.

Table 1

Age of Respondents - Mailed Survey

N - 6334

Age	% of Respondents
16 - 20	11.5%
21 - 25	17.7%
26 - 30	14.1%
31 - 35	10.2%
36 - 40	8.6%
41 - 50	17.4%
51 - 60	16.0%
61 - 65	4.5%
Total	100.0%

Table 2

Formal Education of Respondents - Mailed Survey

N - 6414

Level of education	% of Respondents
8 years or less	4.1%
Some high school	11.5%
Grad. high school (coll. prep.)	30.6%
Grad. high school (vo-tech)	3.7%
Attended comm. college	7.1%
Grad. comm. college	1.4%
Attended 4-year college	13.4%
Received BS degree	16.1%
Graduate degree	12.1%
Total	100.0%

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Table 3 Current Occupations of Respondents

N - 4380

No.	Occupation
869	Education
317	Farming
276	Factory worker
246	Secretary
118	Supervisory & administrative - gen.
115	Custodial
101	Public services
97	Business, marketing & management
93	Cashiers & tellers
87	Machine tool operation
86	Transportation
85	Nurse - registered
85	Accounting & record keeping
82	Food services
75	Engineering
58	Construction work - general
51	Educational assistants
49	Carpenter
49	Finance & credit
48	Electrician
47	Communications - general
46	Clerk typists
45	Retail & wholesale sales - gen.
45	Automotive repair
44	Printing occupations
42	Inspector
38	Postal employee
37	Industrial oriented
37	Filing & general office
35	Insurance
35	Nurse's aid
33	Automotive - sales
32	Barber & hair dresser
32	Other public services (babysitting)
31	Welding & cutting
30	Shipping & receiving
28	Field labor
27	Waiter/waitress
26	Information communication - gen.
26	Repair services - general
26	News media
25	Agricultural services
25	Programmers & analysts
24	Tool & die
24	Nurse - licensed practical
24	Stock & inventory
23	Farm business management
23	Home furnishings
23	Health occupations (veterinarian)
21	Keypunch operators
20	Computer operators
19	Personnel & training
19	Executive secretary
18	Clerical & office supervisors
18	Law enforcement employee
17	Recreation & tourism
16	Personal services
15	Heavy equipment
15	Plumber
15	Painter
15	Metal working - general
14	Drafting
13	Real estate
13	Machine shop
13	Radio/television
13	Photography
12	Fire department employee
12	Commercial art - general
12	Medical lab technician
12	Agriculture supply - feeds
10	Lawyers
10	Sheet metal
10	Hardware & building supplies
10	Farm mechanics
9	Agriculture supply - general
9	Dental receptionist or assistant
9	Heating & air conditioning
9	Radio/TV repair
9	Masonry
8	Agriculture supply - fertilizer & chem.
8	Stenographer
7	Advertising
7	General merchandise
7	Medical technician - general
7	Physical therapist
7	Medical doctor
7	Pharmacist
7	Appliance repair
7	Textile production

Table 4

Secondary Occupational Skills of Respondents

(Multiple responses permitted)

N - 16,354

No.	Occupation
2016	General office, clerical
1464	Sales
1144	Retail trade
895	Agricultural production
724	Stenographic, secretarial
661	Construction, maintenance
643	Foremanship, supervision
635	Accounting, computing
583	Custodial
573	Agricultural supply, service
571	Shipping clerk
547	Agricultural products
511	Transportation
497	Education
486	Advertising
442	Wholesale trade
413	Quantity food preparation
344	Fabric-related occupations
303	Automotive technology
296	Community health aid
288	Nursing
268	Appliance repair
248	Industrial marketing
230	Metal working
228	Hotel & lodging
184	Electrical technology
161	Heating & air conditioning
157	Engineering-related technology
140	Electronics technology
131	Law enforcement, corrections
118	Mental health technology
108	Medical lab technology
102	Plastics occupations
81	Aviation technology
72	Fire & fire safety
57	Refrigeration
33	Radiologic

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Table 5 illustrates the types of training, if any, that the respondents had prior to entering the job market. Multiple responses were permitted with many respondents having gained skills through more than one form of training.

The data in Table 6 is mutually exclusive and compares the salary ranges of individuals who had formal training for their occupations with the salary ranges of those who had only on-the-job training. Of immediate significance is the fact that of the 2,185 total respondents compared, 1,047 or nearly 48% had no formal job training.

Also of significance is the general distribution of salary ranges of the two groups. Of the respondents having had formal training, 45.4% are earning more than $9,000 per year, while only 29.3% of those with no formal training earn a comparable amount. On the other hand, 43.5% of the latter group earn less than $6,000 per year.

Table 7 indicates the yearly income of 2,556 respondents exclusive of students and housewives. Percentages are given for the various salary ranges by occupational groups as well as for the total group of 2,556 respondents.

Of significance for the total group is the fact that the mean annual income of the 2,556 respondents is $10,112.28. This figure may be somewhat inflated by the relatively high percentage of professional persons (doctors, lawyers, university staff, etc.) responding to the income item on the questionnaire . On the other hand, the economic impact of Northern Illinois University on the survey area cannot be downgraded.

Also important to note is the difference in mean annual income between the skilled tradesman and those who are semi-skilled and unskilled, with the skilled worker earning about $3,000 per year more than the other two groups. This fact would again appear to underscore the importance of formal training on income level even though that formal training may be of a vocational-technical nature.

Table 8 compares the annual income with the formal education (as opposed to formal training) of 3,910 respondents to both the education and salary items on the questionnaire. The distribution here seems to verify the supposition that (1) individuals with less than a high school education earn somewhat less money than those with one, (2) individuals with college degrees earn somewhat more those without it, and (3) individuals with graduate degrees earn significantly more.

Figure 3 illustrates the percentage of respondents who were actively seeking employment. The majority of the 11.3% who were seeking employment were either unemployed or working part-time though some were employed in full-time positions with which they were not satisfied.

Table 7 Reported Yearly Income of Respondents by Occupational Groups*

Occupational Group	Less than $1,000	$1,000 - $2,999	$3,000- $5,999	$6,000- $8,999	$9,000- $11,999	$12,000- $14,999	$15,000- $19,999	$20,000- $24,999	over $25,000	Total	Mean Annual Income
Farmer or farm laborer	5.0%	5.0%	19.3%	27.1%	18.6%	7.9%	4.3%	5.7%	7.1%	140	$10,218
Businessman	0.5%	2.4%	6.2%	21.0%	31.3%	23.2%	8.3%	4.5%	2.6%	419	$11,582
Clerk - sales	3.3%	14.2%	47.3%	25.3%	7.7%	2.2%	---	---	---	91	$5,429
Office/secretarial	1.0%	8.2%	58.9%	27.9%	3.7%	0.3%	---	---	---	294	$5,347
Tradesman, skilled	1.1%	1.7%	5.2%	31.2%	32.6%	17.4%	10.5%	0.3%	---	362	$10,304
Tradesman, semi-skilled	---	2.4%	17.9%	50.0%	26.2%	3.5%	---	---	---	168	$7,833
Tradesman, general labor	1.2%	7.2%	21.5%	52.1%	12.6%	4.8%	0.6%	---	---	167	$7,098
Professional	0.5%	0.8%	5.6%	24.4%	26.4%	16.8%	16.2%	6.0%	3.3%	915	$12,313
Total	1%	4%	16%	29%	24%	14%	8%	3%	1%	2556	$10,112

*Students and housewives excluded.

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Table 5

Training of Respondents

(Multiple responses permitted)

Type of training	Number of responses
Served apprenticeship	354
Completed co. training program	502
Trade school	327
Military trade school	344
Certificate program at community college	118
Actual experience on job	2260
Other types of training	548
Total	4453

Table 6

Relationship of Income to Training

	Formal training		On-the-job training	
Yearly Income	No. of respondents	Percent	No. of respondents	Percent
less than $1,000	31	2.7%	42	4.0%
$1,000 - $2,999	81	7.1%	126	12.0%
$3,000 - $5,999	195	17.1%	289	27.6%
$6,000 - $8,999	314	27.6%	284	27.1%
$9,000 - $11,999	252	22.1%	171	16.3%
$12,000 - $14,999	149	13.2%	69	6.6%
$15,000 - $19,999	73	6.4%	47	4.5%
$20,000 - $24,999	32	2.8%	12	1.2%
over $25,000	11	1.0%	7	.7%
Total	1138	100.0%	1047	100.0%

Table 8 Reported Yearly Income of Respondents by Formal Education

		Salary Level								
Level of Education		Less than $1,000	$1,000-$2,999	$3,000-$5,999	$6,000-$8,999	$9,000-$11,999	$12,000-$14,999	$15,000-$19,999	$20,000-$24,999	over $25,000	Total
8 years or less		3.5%	5.3%	23.4%	40.9%	17.5%	3.5%	4.7%	1.2%	---	171
Some high school		11.1%	14.6%	30.2%	20.3%	14.4%	5.9%	2.5%	0.5%	0.5%	404
Grad. high school (coll prep)		3.6%	13.3%	27.1%	27.8%	16.5%	7.3%	3.1%	0.9%	0.4%	1117
Grad. high school (vo-tech)		4.9%	8.3%	27.1%	31.9%	15.8%	5.6%	4.9%	1.4%	---	144
Attended comm. college		3.7%	11.1%	31.8%	27.5%	14.4%	8.4%	1.3%	1.0%	0.7%	298
Grad. comm. college		4.2%	18.8%	37.5%	27.1%	10.4%	2.1%	---	--	---	48
Attended 4-year coll.		7.2%	13.3%	29.4%	23.4%	13.5%	7.2%	3.5%	1.0%	1.4%	483
Received BS degree		2.8%	8.2%	16.8%	30.7%	22.5%	11.1%	5.4%	1.7%	0.7%	648
Received grad. degree		0.7%	2.2%	6.2%	10.9%	24.6%	20.4%	20.9%	9.0%	5.0%	597
Total	N	168	401	905	980	701	374	241	89	51	3910
	%	4.3%	10.3%	23.1%	25.1%	17.9%	9.6%	6.2%	2.3%	1.2%	100%

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On the other hand, a greater degree of worker availability is noted in Figure 4. In this instance, respondents were asked, 'If a new industry moved into this area having jobs for which you are qualified, would you apply for work?' Fully 1/3 of the respondents indicated that they would. The wage level required for a new job is illustrated in Figure 5.

In order to cross reference selected data and to gather certain additional information, an inventory team conducted personal interviews with a random sampling of persons residing within incorporated areas. The sample was chosen by randomly selecting addresses from the telephone directory in each area community. To maintain the randomness of the sampling, the following procedure was used: if no one was home or if no one between the ages of 16 and 65 lived at that address, the interviewer went to the first house on the left; if again unsuccessful, he went to the first house on the right and continued in a similar fashion until successful.

A total of 566 households were visited and information was collected about 1,203 persons between the ages of 16 and 65 who resided within these households.

Of the 1,203 persons interviewed, 328 or 27.3% had previously returned the mailed questionnaire. This figure compares favorably with the 20% return figure quoted previously.

The data in Figure 6 complement that obtained from the mailed survey. Of the individuals interviewed, 51.9% were males while 50.7% of the respondents to the mailed survey were of that sex. The marital status of those interviewed, shown in Figure 7, is also comparable to the findings of the mailed survey with 76.6% of those interviewed being married compared to the 77% married that was reported previously.

Table 9 reports the age differentials of those interviewed. Again this distribution is quite similar to that obtained from the data gathered through the mail. Of those interviewed, 86% were 21 years of age or older as compared to the 88.5% previously reported, and 67.7% were beyond the age of 25 as compared to the 70% reported in the findings of the mailed survey.

Figure 4

Would Apply for a New Job - Mailed Survey

N = 5760

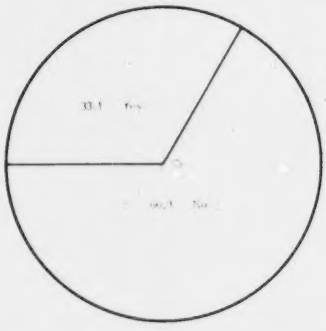

Figure 5

Wage Level Required for a New Job - Mailed Survey

N = 5077

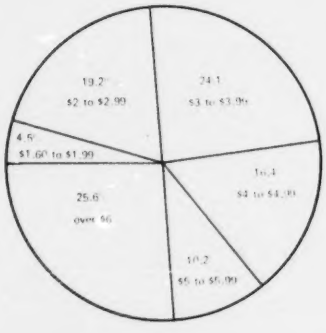

Figure 3

Actively Seeking Employment - Mailed Survey

N = 6210

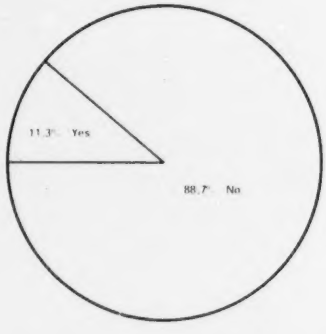

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Figure 6

Sex of Respondents - Personal Interviews

N - 1203

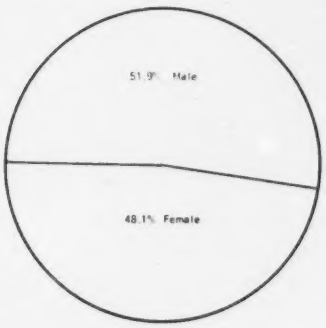

Figure 7

Marital Status of Respondents - Personal Interviews

N - 1190

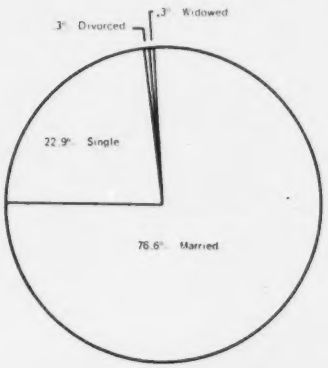

Figure 8

Actively Seeking Employment - Personal Interviews

N - 681

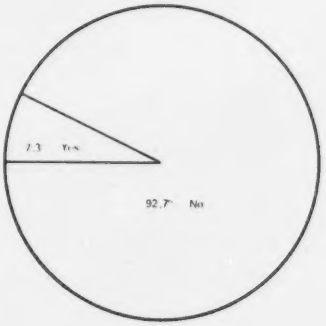

Table 9

Age of Respondents - Personal Interviews

N - 1145

Age	Percent
16 - 20	16.0%
21 - 25	16.3%
26 - 30	12.1%
31 - 35	9.9%
36 - 40	8.0%
41 - 50	17.4%
51 - 60	14.9%
61 - 65	5.4%
Total	100.0%

Table 10

Highest Level of Education Completed - Personal Interviews

N - 1146

Education	Percent
Graduated grade school	18.3%
Graduated high school	47.2%
Graduated community college	11.3%
Graduated college	13.8%
Graduate degree	9.4%
Total	100.0%

Table 11

Age, Sex and Marital Status of Persons Actively Seeking Employment

N - 50

Age	Percent	Sex	Percent	Marital Status	Percent
16 - 20	21.3%	Female	56%	Married	58%
21 - 25	42.6%	Male	44%	Single	42%
26 - 30	8.5%	Total	100%	Total	100%
31 - 35	10.6%				
36 - 40	6.4%				
41 - 50	2.1%				
51 - 60	8.5%				
61 - 65	0.0%				
Total	100%				

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Table 10 again reflects the relatively high educational level of the respondents with 81.7% having graduated from high school and 23.1% having a baccalaureate or higher degree as compared to 84% and 28%, respectively, reported in the mailed data. Personal interview data does not indicate the percentage who had attended college without receiving a degree though 11.3% of those interviewed had completed a community college program.

Figure 8 illustrates one additional set of data which can be compared with the findings of the mailed survey. Of the 681 responses to the question of whether or not the individuals actively were seeking employment, 50 persons representing 7.3% said that they were. This percentage is somewhat below the 11.3% responding positively to this item on the mailed questionnaire. This may reflect a hesitancy on the part of individuals to report this in a personal interview (only 57% would respond at all to this question), or it may indicate that a higher overall percentage of those seeking employment returned the mailed questionnaire in the hope of obtaining individual assistance.

Table 11 describes in more detail the 50 individuals identified in the personal interviews who were actively seeking employment. Nearly 64% were under the age of 25 and 21.3% were under 21 years of age. A slightly higher percentage of females and married persons were searching for jobs than were males and unmarried individuals.

Figures 9 and 10 and Tables 12 and 13 add additional descriptions of the population sampled through personal interviews. Some 17.3% were attending school full-time while 6.8% were attending school on a part-time basis, taking at least one course. As is indicated in Table 12, fully two-thirds of the sample responding had held their current jobs less than 10 years, while nearly one-third had been in their current jobs less than two years. At the same time, Table 13 illustrates that 48.4% of the respondents had resided within the same community fewer than 10 years, while nearly 26% had done so fewer than three years. United States census data indicate DeKalb County is one of the three fastest growing counties in Illinois. This survey seems to confirm the fact that a relatively high percentage of individuals have moved into the area in the past 10 years. One reason for this growth may be the rapid growth of Northern Illinois University.

Figure 9

Persons Attending School Full Time

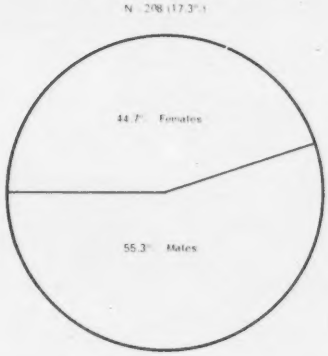

Figure 10

Persons Attending School Part Time

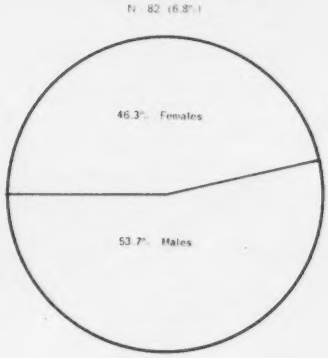

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Table 12

Length of Current

Employment of Respondents

N - 632

Number of years At least	Less than	Percent
0	1	19.1%
1	2	10.6%
2	3	8.9%
3	4	7.1%
4	6	9.5%
6	8	7.1%
8	10	6.8%
10	15	10.3%
15 & over		20.6%
Total		100.0%

Table 13

Length of Community Residence

Community	Number of years lived in community: Less than 1 year	1 - 3	3 - 5	5 - 10	10 - 20	20 or more
DeKalb N-237	15.2%	19.4%	8.9%	14.3%	13.1%	29.1%
Rochelle N - 77	11.7%	5.2%	6.5%	13.0%	27.3%	36.4%
Sycamore N - 86	14.0%	5.8%	16.3%	17.4%	22.1%	24.4%
Other towns in survey area N - 166	12.7%	8.4%	3.6%	12.7%	16.9%	45.8%
Total N - 566	13.7%	12.2%	8.1%	14.4%	17.4%	34.2%

Table 14 Farm Acreage Owned and Operated

(Multiple responses permitted)

Number of acres	Tenant-Operator Number	Tenant-Operator Percent	Owner-Operator Number	Owner-Operator Percent	Custom Operator Number	Custom Operator Percent	Owner-Non Operator Number	Owner-Non Operator Percent	Farm Laborer Number	Farm Laborer Percent
1 - 80	3	4.6%	9	19.6%	1	10.0%	1	16.7%	2	28.6%
81 - 160	15	23.1%	8	17.4%	1	10.0%	3	50.0%	0	0.0%
161 - 240	6	9.2%	5	10.9%	1	10.0%	1	16.7%	2	28.6%
241 - 320	9	13.9%	6	13.0%	4	40.0%	0	0.0%	2	28.6%
321 - 480	13	20.0%	7	15.3%	0	0.0%	0	0.0%	0	0.0%
481 - 640	8	12.3%	2	4.3%	1	10.0%	0	0.0%	0	0.0%
641 - 1000	7	10.8%	5	10.9%	2	20.0%	1	16.7%	0	0.0%
1001 - 2000	3	4.6%	2	4.3%	0	0.0%	0	0.0%	0	0.0%
over 2000	1	1.5%	2	4.3%	0	0.0%	0	0.0%	1	14.2%
Total	65	100.0%	48	100.0%	10	100.0%	6	100.0%	7	100.0%

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Figure 11

Farmers Employed Off the Farm

N = 73

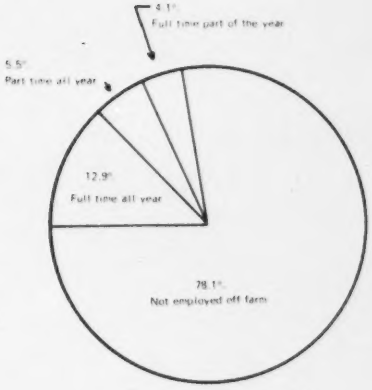


Figure 12

Types of Remuneration to Employees

N = 73

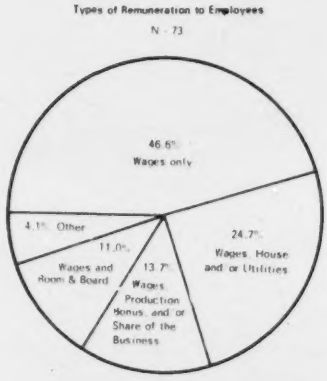
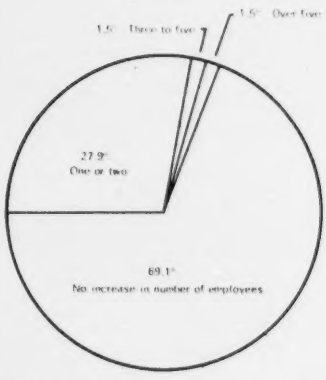


Figure 13

Projected Number of Additional Full-Time Employees Needed Within Next 5 Years

N = 68



Personal Interviews with Rural Residents

In order to obtain a sampling of more specific information about farm operations in the survey area and to determine the attitudes of farmers regarding the future of their operations, survey team members with knowledge and experience in agricultural operations personally interviewed a random sample of 95 area farmers and farm owners. All respondents were asked identical questions though all did not respond to all items.

Table 14 summarizes the status and operations of the 95 individuals interviewed as well as the number of acres involved under each operational category. Multiple responses were permitted, and a total of 134 responses were made. Several of the farmers owned and operated some acreage and rented additional acreage for their operations. At the same time, several of the custom operators, those who own their equipment and work the farms of others, also fell into the tenant and owner-operator categories. The farm laborers were also primarily involved as tenant-operators.

Over 68% of the respondents were involved at least in part as tenant-operators. More than 48% were involved totally or in part as owner-operators.

Table 15 more clearly defines the farm operations of the 95 respondents in terms of total acreage owned and worked. Nearly 80% of the farmers' operations involved more than 160 acres, while only 6.3% were involved with 80 acres or less. The mean acreage per operation was 627; however, this figure is heavily influenced by those farmers with larger acreage. A more descriptibe figure is likely the median acreage per operation which stood at 406 acres.

Tables 16 and 17 further define the farm operations of the respondents. As is evidenced by Table 16, 52 farmers own some farm land. Half of those farmers own less than 227 acres, the median figure for the group. Again, the mean acreage of 462 is heavily influenced by the group owning larger farms.

Table 17 gives evidence of the fact that many farmers cannot subsist strictly on the basis of the farms they own. The 391 median acreage of farms worked is more than 160 acres higher than the median of farms owned. Again, the mean figure of 508 is considerably higher than the more descriptive median. The consistent discrepancies between the mean and median figures lends credence to the argument that the distribution of size of farm operations, when measured by acreage owned, worked, or a combination of the two, is skewed toward the higher end by the large operators.

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Table 15

Acreage of Farm Operations

No. of acres	No. of farmers	Percent
80 or less	6	6.3%
81 - 160	14	14.7%
161 - 240	7	7.4%
241 - 320	12	12.6%
321 - 480	16	16.9%
481 - 640	13	13.7%
641 - 1000	12	12.6%
1001 - 2000	12	12.6%
over 2000	3	3.2%
Total	95	100.0%

Mean acreage per operation - 627
Median acreage per operation - 406

Table 16

Acreage Owned by Farmers

No. of acres	No. of farmers	Percent
80 or less	10	19.2%
81 - 160	11	21.2%
161 - 240	6	11.5%
241 - 320	6	11.5%
321 - 480	7	13.4%
481 - 640	2	3.9%
641 - 1000	6	11.5%
1001 - 2000	2	3.9%
over 2000	2	3.9%
Total	52	100.0%

Mean acreage owned by farmers - 462
Median acreage owned by farmers - 227

Table 17

Acreage Worked by Farmers But Not Owned

No. of acres	No. of farmers	Percent
80 or less	6	8.6%
81 - 160	9	12.9%
161 - 240	5	7.1%
241 - 320	8	11.4%
321 - 480	16	22.9%
481 - 640	11	15.7%
641 - 1000	9	12.9%
1001 - 2000	4	5.7%
over 2000	2	2.8%
Total	70	100.0%

Mean acreage worked by farmers but not owned - 508
Median acreage worked by farmers but not owned - 391

Table 18

Work Status of Employees of Farmers

Work Status	Number	Percent
Full-time year around	26	23.0%
Full-time seasonally	19	16.8%
Part-time year around	4	3.5%
Part-time seasonally	28	24.8%
Part-time day-to-day	36	31.9%
Total	113	100.0%

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As is indicated in Figure 11, 21.9% of the respondents to this question indicated that they work at least part of the year at jobs which are not related to farming. Nearly 13% work full-time at another job the year around.

Tables 18 and 19 and Figures 12 and 13 yield information about the employees of the farmers surveyed. As is indicated in Table 18, the farmers interviewed employ a total of 113 individuals either on a full-time or part-time basis. Obviously the larger operations employ most of these individuals. The current stage of mechanization and sophistication of operation has obviously lessened the number of employees necessary to the operations. Hourly wages of the employees of the farmers who responded to this item are described in Table 19. As is evidenced in Figure 12, over hali of the employees are provided with more than wages alone for their services. Nearly a fourth are provided with a house and in some cases utilities, while 11% are provided room and board. The business and industrial techniques of production bonus or share of the business is provided in 13.7% of the cases.

Figure 13 illustrates that of the 68 farmers responding to this question, 69.1% thought that there would be no need to increase the number of employees they hire during the next five years. Slightly more than one-fourth believed that they would need to hire one or two additional persons, presumably as a result of increased production operations. Increased mechanization, however, might lower the number of employees required.

Table 20 illustrates five-year expectations of 84 respondents. Fully 90% of the respondents expect to be farming five years from now. Of the eight farmers who did not expect to be farming in five years, only two indicated as a cause low income or inadequate resources. Of those who did expect to continue farming, 41 or 53.9% believed that they would have more acreage to farm or more livestock to raise. Those who would still be farming saw the following as the greatest problems facing them in the next five years: acreage for expansion, 27.6%; financing, 22.4%; labor, 19.7%.

Figure 14 perhaps best illustrates the attitudes of the farmers surveyed. Of those interviewed, 82.7% indicated that they would not leave farming if a new full-time job became available, while 17.2% said that they would.

Table 19

Hourly Wage Rates of Employees of Farmers

Hourly rate	Number	Percent
Under $1.50	2	3.4%
$1.50 - $2.00	32	54.2%
$2.01 - $3.00	25	42.4%
$3.01 - $4.00	0	0.0%
over $4.00	0	0.0%
Total	59	100.0%

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Figure 14

Percent Who Would Leave Farming

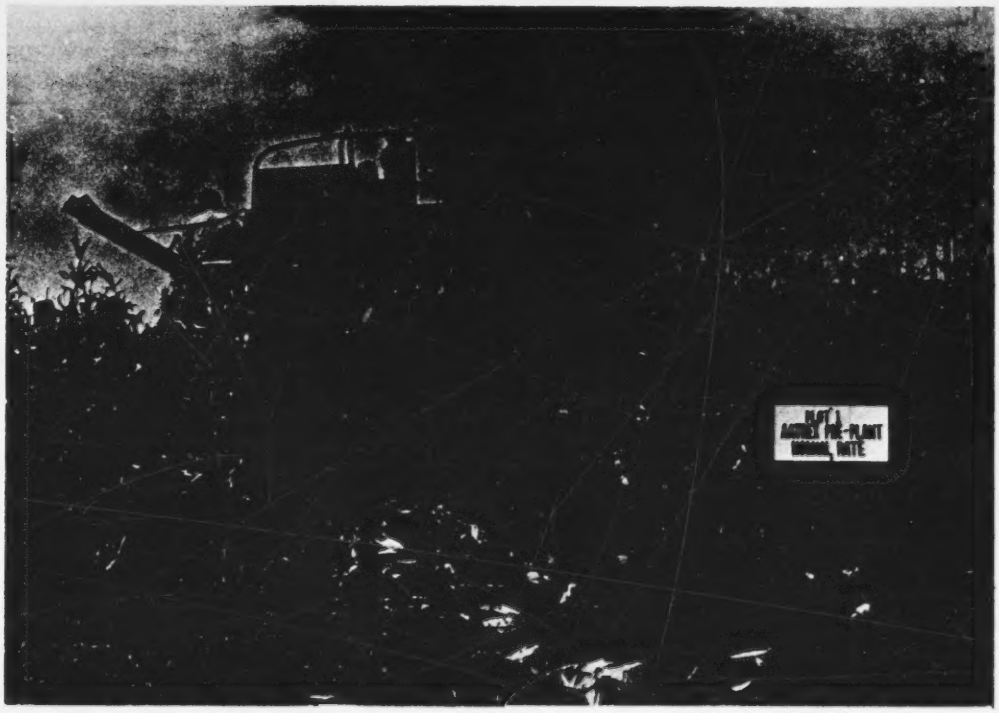
N - 58

Table 20

Farmers Who Expect to be Farming 5 Years From Now

N - 84

	Expect to be Farming (90.5%)		Do No Expect to be Farming (9.5%)	
No. of Acres	No. of Farm Operations	Percent	No. of Farm Operations	Percent
1 - 80	5	6.6%	1	12.5%
81 - 160	7	9.2%	5	62.5%
161 - 240	5	6.6%	0	---
241 - 320	12	15.8%	0	---
321 - 480	16	21.1%	0	---
481 - 640	12	15.8%	0	---
641 - 1000	8	10.4%	1	12.5%
1001 - 2000	10	13.2%	0	---
over 2000	1	1.3%	1	12.5%
Total	76	100.0%	8	100.0%



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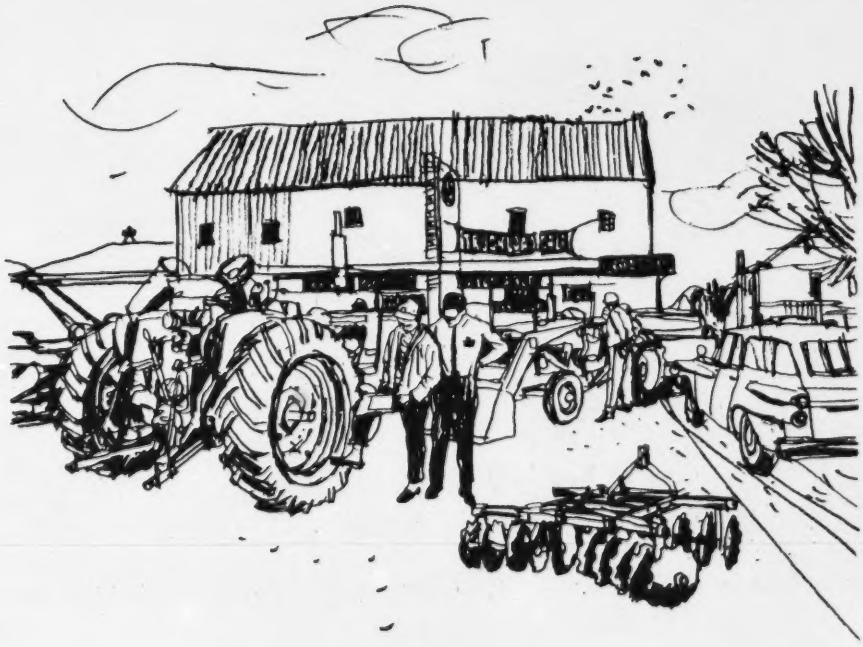
* 60 percent earn less than $6,000

* Literacy level low.

* Only 18 percent have graduated from high school.

* Younger than general population.

* Mexican group shows dispersed living pattern, while Cuban group concentrates in DeKalb.



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Section 4: Survey of Spanish-Speaking Residents

In order to deal effectively with the unique language and cross-cultural problems that are inevitably involved with a survey of settled-in non-English speaking people, a bilingual interviewer was employed as a member of the survey team. In addition to being bilingual, this interviewer possessed the interpersonal skill and background experience that was necessary to reach as nearly all of the settled-in Spanish-speaking population as possible. In addition to completing the Spanish-speaking questionnaire, the respondents were assisted in completing portions of the mailed questionnaires. Since none of the 304 Spanish-speaking persons interviewed had previously completed the mailed questionnaire, the information which they supplied the interviewer can be compared to the cross-section of native Americans who had completed it.

As evidenced by Figures 15 and 16, the sex snd marital status of the Spanish-speaking respondents are nearly identical to those of the respondents in the mailed survey. Of the Spanish-speaking, 50.3% were male while 50.7% of the general group were of that sex. Ot the Spanish-speaking, 76.8% were married as compared to 77% of the general respondents.

Figure 15

Sex of Respondents - Spanish-Speaking

N - 304

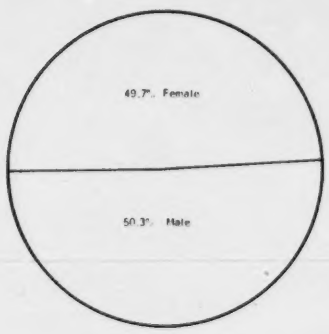

Figure 16

Marital Status of Respondents - Spanish-Speaking

N - 297

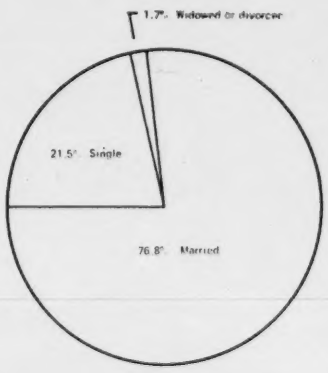

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Table 21

Age of Respondents -- Spanish-Speaking

N - 291

Age	Percent
16 - 20	16.5%
21 - 25	19.9%
26 - 30	16.8%
31 - 35	13.4%
36 - 40	9.6%
41 - 50	16.9%
51 - 60	5.9%
61 - 65	1.0%
Total	100.0%

Table 22

Formal Education of Respondents -- Spanish-Speaking

N - 291

Education	Percent
8 years or less	63.2%
Some high school	18.2%
Grad. high school	8.9%
Some community college	2.1%
Grad. community college	0.7%
Attended 4-year college	1.0%
Received BS degree	2.1%
Graduate degree	3.8%
Total	100.0%

The data in Table 21 indicates that on the whole, the Spanish-speaking population is younger than the general population of the area. Percentages are consistently higher for every age group up to the age of 40 and consistently lower for the age groups beyond 40. The greatest percentage difference lies in the 51-60 age group where only 5.9% of the Spanish-speaking fall into the category, while 16.0% of the mailed survey respondents were in that age range.

A striking difference in educational level between the Spanish-speaking and the native American respondents is evidenced in Table 22. As was previously mentioned, over 84% of the native American respondents had graduated from high school. Only 18.6% of the Spanish-speaking had done so, while over 63% had eight years or less of formal education. While 50% of the general group had attended college, only 9.7% of the Spanish-speaking had done so.

Table 23 further defines the literacy level of the Spanish-speaking community. Of the 304 respondents, 29.6% indicated they could not read Spanish; 32.2% indicated they could not write Spanish; 36.2% indicated they could not read English; and 44.1% indicated they could not write English. It should also be noted that 10.5% indicated that they could neither read nor write Spanish or English, this of a population between the ages of 16 and 65.

There were two distinct groups of Spanish-speaking residents identified by the interviewer, those of Mexican heritage and those of Cuban heritage. Contrary to the rural and widely dispersed living pattern of the Mexican, the Cuban, with two exceptions, has taken up residence exclusively in DeKalb.

Of the 61 Cuban respondents, there was just one who said he did not read and write Spanish. Numbered among the Cuban respondents were five college professors, two high school teachers, a male nurse and an airline pilot. Among the respondents of Mexican heritage, there were three persons with college degrees, one of whom was a college instructor. Though an evident difference in educational achievement was observed between the Cuban and Mexican groups, it must be pointed out that these difference do not reflect intellectual capacity, as much as political and cross-cultural circumstances.

Another distinct difference noted by the interviewer between the respondents of Cuban and Mexican heritage was the relative aggressiveness and the ability to acculturate in the predominantly white community. Again, one should be cautioned not to ascribe these differences to a single factor. Educational level, sense of nationalism (or lack of it), physical features (light vs. dark skin, blue vs. dark eyes), stereotype notions, and community acceptance all combine to create a contrasting image.

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Figure 17

Work Status of Spanish-Speaking Persons

N - 296

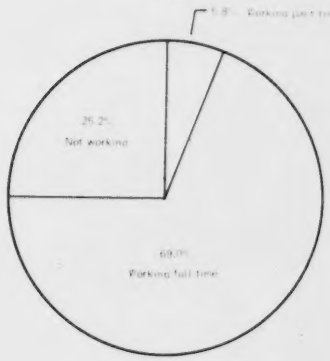

Figure 18

Actively Seeking Employment - Spanish-Speaking

N - 263

Figure 19

Would Apply for a New Job - Spanish-Speaking

N - 278

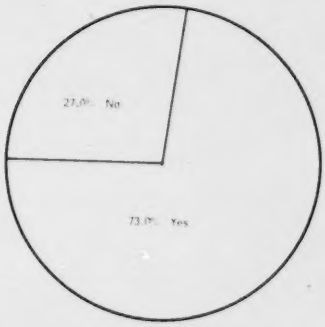

Table 23

Literacy Level of the Spanish-Speaking Community

N - 304

Ability to:	Percent
Read Spanish	70.4%
Write Spanish	67.8%
Speak Spanish	95.4%
Understand Spanish	95.7%
Read English	63.8%
Speak English	76.6%
Write English	55.9%
Understand English	78.0%
Read Spanish and English	43.1%
Speak Spanish and English	49.0%
Write Spanish and English	35.9%
Understand Spanish and English	50.0%
Read Spanish, but not English	15.1%
Speak Spanish, but not English	14.1%
Write Spanish, but not English	18.1%
Understand Spanish, but not English	18.1%
Neither read nor write Spanish nor English	10.5%

Table 24

Wage Level Required for a New Job -- Spanish-Speaking

N - 201

Per hour wage level	Percent
$1.60 - $1.99	14.9%
$2.00 - $2.99	32.8%
$3.00 - $3.99	36.8%
$4.00 - $4.99	12.0%
$5.00 - $5.99	2.0%
over $6.00	1.5%
Total	100.0%

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Another difference between the two groups was the apparent affluence of the Cuban community as manifested by the apartments, homes and furnishings. In addition, the Cuban community was somewhat older and appeared to have fewer children than did the Mexican group.

In addition to the two primary groups of Spanish-speaking, there were a total of five persons of Ecuadorian, Peruvian, Spanish and Nicaraguan heritage.

As is indicated in Figure 17, 69% of the Spanish-speaking respondents were employed full-time, while 5.8% were employed part-time and 25.2% were not working. This 25.2% includes housewives and others not in the labor force. Figure 18 illustrates that 19% were actively seeking employment. This is a higher percentage than the 11.3% found for the native Americans surveyed by mail. A significant degree of job dissatisfaction among the Spanish-speaking is illustrated by Figure 19. Fully 73% of the 278 respondents to this question indicated that they would apply for a new job if one became available. This is more than twice as high a percentage as that reported by the native American respondents. As is indicated in Table 24, the Spanish-speaking group would accept significantly lower wages for a new job than would the native Americans.

Table 25 reports the yearly income of the 186 Spanish-speaking respondents exclusive of students and housewives. Over 60% of the Spanish-speaking residents earn less than $6,000 annually while 91.5% earn less than $9,000. For comparison purposes, the *average* yearly income of 2,556 respondents to the mailed survey was $10,112.28.

Table 26 illustrates the length of current employment of the Spanish-speaking group. Of the respondents, 81.6% have held their current jobs less than six years while only 8.2% have done so more than 10 years. This can be compared with 55.2% and 30.9% respectively for the native Americans.

Migrant Workers

The previous data on the Spanish-speaking has dealt with those individuals of foreign heritage who have settled-out and become residents of the survey area. However, no discussion of this sort would be complete without some remarks on another sizeable and significant portion of the labor force in the area covered by this survey.

Reference here is made to the primarily migrant worker who comes about the middle of April and stays until the beginning of November and who engages in one or several kinds of agriculturally related jobs. This group is nearly all of Mexican heritage. Although the overwhelming majority have permanent residences in Texas, there are some who come from across the border in search of seasonal employment.

Of this group, there are several different kinds of workers and consequently different kinds of work and living patterns. The earliest of these workers arrive around the middle of April or just a bit later. They pick asparagus until about the 4th of July. These people often find work weeding corn until detassling time, at which time they may be hired for detassling. Often, however, they move on to the crops in Wisconsin and Michigan. A second group of agricultural migrant workers is contracted by different tomato growers in the area. Because these people may have a period of about three weeks between their arrival and the ripening of tomatoes, the seed corn companies in the area can provide them with work for what would otherwise be a slack period. At the same time, the seed corn companies are satisfying a very unique and difficult labor problem of their own. A third group of seasonal migrant is the group contracted by the canning companies located in DeKalb and Rochelle.

A number of factors make extremely difficult the assessment of the total number of seasonal migrant workers for the area covered by the survey. According to the best figures and estimates of the interviewer, a fairly approximate number of 1,000 persons between the ages of 16 and 65 might be conjectured. This would suggest a much larger migrant population. It should be clear that little observation needs to be made relative to the educational achievement and/or prospects for this fluid population.

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Table 25

Reported Yearly Income of Respondents*

N - 186

Yearly income	Percent
$1000 - 2999	3.8%
$3000 - 5999	56.5%
$6000 - 8999	31.2%
$9000 - 11999	7.0%
$12000 - 14999	1.1%
$15000 - 19999	0.0%
$20000 - 24999	0.0%
over $25,000	0.5%
Total	100.0%

*Students and housewives excluded.

Table 26

Length of Current Employment -- Spanish-Speaking

N - 157

Number of years more than less than	Percent
0 - 1	9.6%
1 - 2	16.6%
2 - 3	24.2%
3 - 4	17.2%
4 - 6	14.0%
6 - 8	8.3%
8 - 10	1.9%
10 - 15	1.3%
over 15	6.9%
Total	100.0%

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* Retail trade accounts for 40 percent of establishments

* Professionals lead in full-time employees with agriculture second.

* Extensive numbers of workers being retrained, upgraded or inducted into work force through special programs.

* Highest turnover rate, 22 percent, occurs in contract construction.

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Section 5:

Survey of Employers

This final phase of the Kishwaukee Manpower Survey was designed to provide information on actual and anticipated opportunities for gainful employment in business and industry of DeKalb County and the Rochelle Township High School District. The first objective was to determine employment opportunities in the area which could be met by matching employment needs with existing manpower resources to approach full employment. Identifying and developing educational programs to respond to manpower training needs and to future labor market needs was the second major objective. Guidance and counseling of youth and adults in making appropriate career and vocational choices based on the obtained information became the third objective.

Personal interviews were conducted with representatives of all firms hiring 10 or more employees, resulting in reports from 328 major establishments. A sample of firms less than 10 employees and representing the area geographically, and in terms of large and small communities, involved an additional 361 establishments. Representatives of 689 establishments were interviewed, providing information about 27,101 full-time and part-time positions representing more than 80% of the area's work force. While all firms reported on employment, some did not report on all other items.

Two classification systems were used in the Manpower Occupational Survey instrument to provide a uniform basis for collecting, analyzing, summarizing and transmitting data in terms useful to employment and education agencies at the local, state and national levels. The Division of Vocational and Technical Education at state and national levels, the National Center for Educational Statistics, the Manpower Administration of the U. S. Department of Labor, the State Employment Service, schools and research agencies may use the statistics on a comparative basis with EDP facilities. Establishments of the survey area were classified by Standard Industrial Classification codes (SIC) for comparison with 1970 Census data. Occupations found within the firms other than those requiring a baccalaureate or higher degree were classified by Office of Education, Health, Education and Welfare codes (OE).* The OE code system describes job market information in terms of the vocational and technical instructional programs which prepare for the career. A uniform basis for comparison of enrollments, graduates, placements and other significant items at local, state and national levels is afforded. The OE code ranges from very broad subject matter areas to very specific programs. Each succeeding level of specificity may be considered to be contained in the previous one. Although 10 digits are possible, the Kishwaukee survey classified all occupations with-in a six-digit code number, sufficient to reflect the kind and level of work performed.

*U.S. Government Printing Office, *Vocational Education and Occupations*, U.S. Department of Health, Education and Welfare, Office of Education; and U.S. Department of Labor, Manpower Administration, No. FS 5.280:80061, Washington, D.C. 20402, 1969, p. ix.

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The seven OE groups which represent the nearly 22,000 occupations defined by the *Dictionary of Occupational Titles* are classified as:

01 Agriculture	14 Office Occupations
04 Distributive Occupations	16 Technical Occupations
07 Health Occupations	17 Trade and Industrial Occupations
09 Home Economics	

Variables to be considered were based on recommendations of the Board of Vocational Education and Rehabilitation, Division of Vocational and Technical Education, Bulletin No. 34-571.

Table 27 indicates that retail trade establishments constitute two-fifths of the firms in the area hiring more than 10 employees, with 131 establishments represented. DeKalb has been the trade center of the county and continues to serve this function as shopping centers add to the selection of goods and services.

Manufacturing establishments have increased in DeKalb County and Rochelle and comprise 16.7 percent of the large firms. Expansion of manufacturing in the community continues as firms move into the industrial sites from Cook County and other urban areas.

Agriculture and related businesses rank third in this survey with 38 firms representing 11.8 percent of the total. Fourth position is achieved by the combined firms of finance, insurance and real estate, totalling 18 businesses and representing 5.6 percent. Fifth in rank are government and education with 5.0 percent. Combining the establishments in fourth and fifth positions finds a burgeoning proportion of professional occupations rising in the community, as well as an increase in related office occupations.

When classified by number of employees, Table 28 reveals that small firms employing 10-19 still typify the majority in this area; 220 firms fall within this classification, an important 67.1 percent. Adding the next two categories to this, 20-49 and 50-74, respectively, one finds 87.8 percent of the firms in the community having 74 or fewer employees. There are 11 firms with 500 or more workers, a growing number, with 3.4 percent of the payroll.

Table 29 describes the occupations found within the businesses and industries of of the area in terms of number of workers engaged. Of the total 17,285 full-time workers, over half were classified as professional. When part-time professionals were added, this percentage became 41.2 percent of the total 27,101 employees. Second in number of full-time employees is agriculture with 2,760; adding their part-time workers brings the total to 3,911 or 14.4 percent. Technical workers are third in number of full-time workers with 2,753; adding 1,465 part-time workers, technical employees constitute a greater overall percentage than agricultural workers with a 15.6 percent. A full-time employee was defined as one who worked 30 hours or more per week on a regular basis while a part-time employee was one who worked fewer than 30 hours a week and/or one who worked on a temporary basis. The relatively small number of individuals classified as office employees is a result of the methods used in the classifying of workers. Many secretaries and other employees often considered office workers as being included under other classifications.

Employment trends in DeKalb County and Rochelle are indicated in Table 30. Classified by SIC code, the 680 firms reporting indicated some scarcities. More firms, however, reported adequate supplies in their fields than reported scarce supplies. A few firms indicated a surplus of workers applying for positions. The following definitions were used:

Scarce	-	insuffient supply of qualified workers
Adequate	-	sufficient supply to meet current needs
Surplus	-	supply of workers greater than needs

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Table 27

Major Firms by SIC Classification*

(Firms Hiring More than 10 Persons)

Classification	No. of firms	Percent
Agriculture	38	11.8%
Contract construction	12	3.7%
Manufacturing	54	16.7%
Trans., comm. & public util.	11	3.4%
Wholesale trade	11	3.4%
Retail trade	131	40.6%
Finance, insur., & real est.	18	5.6%
Business & repair serv.	9	2.8%
Personal services	12	3.7%
Entertainment services	3	0.9%
Professional services	8	2.4%
Govt. - education	16	5.0%
Total	323	100.0%

*5 firms unclassified

Table 28

Major Firms by Size

(Firms Hiring More than 10 Persons)

No. of employees	No. of firms	Percent
10 - 19	220	67.1%
20 - 49	45	13.7%
50 - 74	23	7.0%
75 - 99	9	2.7%
100 - 174	9	2.7%
175 - 249	2	0.6%
250 - 499	9	2.8%
500 or more	11	3.4%
Total	328	100.0%

Table 29

Total Employees by OE Classification

OE classification	Full-time	Part-time	Total	Percent
Agriculture	2760	1151	3911	14.4%
Agriculture-related	426	436	862	3.2%
Distribution/Marketing	1137	1730	2867	10.6%
Health	248	1155	1403	5.2%
Home Economics	127	79	206	0.8%
Office	559	174	733	2.8%
Technical	2753	1465	4218	15.6%
Trade & Industrial	579	1068	1647	6.2%
Professional	8696	2558	11254	41.2%
Total	17,285	9,816	27,101	100.0%

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Standard Industrial Classifications were used to project the increase in employment in the surveyed communities. Great increases were anticipated in retailing and manufacturing and when combined with anticipated small increases in those fields, the total firms predicting increases in retail trade was 120 and in manufacturing 99. Decreases were not anticipated to any appreciable degree in any areas. The following definitions were used:

Great increase	-	over 20 percent
Small increase	-	5-20 percent
Same	-	may vary slightly up or down
Small decrease	-	5-20 percent
Great decrease	-	over 20 percent

Annual turnover rates by Standard Industrial Classifications revealed data of importance to training programs and in the placement and counseling of students. Highest turnover rates among SIC classifications were reported for contract construction trades, 22%, although this group comprised only 26 firms of the total 673 reporting. Retail trade, with 17% turnover, revealed considerably higher rates than wholesale trade with 10%. The number of retail firms involved, however, would tend to permit greater job changing within the 219 firms than within the 18 wholesalers. The turnover rate for professional services was high with 13%. With several months required to become productive in a professional office, turnover rates there would seem to be a problem. Lowest turnover rates were found in agriculture with 5%. Finance, insurance and real estate showed 6%.

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Table 30

Employer Perception of Local Supply of Workers

by SIC Classification

Classification	No. of firms reporting	Perception of supply		
		Scarce	Adequate	Surplus
Agriculture	94	47	46	1
Contract construction	25	6	14	5
Manufacturing	146	59	79	8
Trans., comm., & pub. util.	23	4	15	4
Wholesale trade	16	4	9	5
Retail trade	218	76	117	25
Finance, ins., real est.	32	2	26	4
Business & repair service	12	5	7	0
Personal services	19	3	13	3
Entertainment services	7	2	5	0
Professional services	16	3	11	2
Govt. - education	56	5	32	19
Unclassified firms	14	3	11	0
Total	680	219	385	76

Table 31

Five-Year Projected Manpower Needs by Type of Firm

Classification	No. of Firms reporting	Projected Rate of Increase				
		Great increase	Small increase	Same	Small decrease	Great decrease
Agriculture	94	19	22	52	0	1
Contract construction	29	5	8	16	0	0
Manufacturing	146	39	60	47	0	0
Trans,comm.& pub. util.	23	7	3	12	1	0
Wholesale trade	18	4	8	6	0	0
Retail trade	215	43	77	92	0	3
Finance, ins. & real est.	32	8	8	16	0	0
Business & repair ser.	12	2	4	6	0	0
Personal services	19	6	1	12	0	0
Entertainment services	7	2	5	0	0	0
Professional services	14	3	5	6	0	0
Govt. - education	62	3	27	31	0	1
Unclassified firms	14	4	7	3	0	0
Total	685	145	236	299	1	5

Table 32

Annual Turnover Rate by SIC Classification

Classification	No. of firms reporting	Rate of turnover
Agriculture	93	5%
Contract construction	26	22%
Manufacturing	145	11%
Trans., Comm., & Pub. Util.	23	12%
Wholesale trade	18	7%
Retail trade	219	17%
Finance, ins., & real est.	31	6%
Business & repair service	12	8%
Personal services	18	10%
Entertainment services	7	15%
Professional services	16	13%
Govt.- Education	54	9%
Unclassified firms	11	8%
Total	673	

Table 33

Union Status by SIC Classification

N - 673

Classification	No. of firms reporting unions	No. of firms without unions
Agriculture	7	80
Contract construction	9	17
Manufacturing	27	119
Trans., Comm. & Pub. Util.	6	17
Wholesale trade	3	17
Retail trade	11	206
Finance, ins. & real est.	0	32
Business & repair service	0	12
Personal services	0	17
Entertainment services	0	7
Professional services	0	16
Govt. - Education	7	49
Unclassified firms	0	14
Total	70	603

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Union status by SIC classification of industries and businesses in the area is revealed by Table 33. Seventy firms have unions and 603 are currently without union status. Of the firms with union affiliation, 27 are in manufacturing, 11 in retail trade, 9 in contract construction, and the remaining in agriculture, government, transportation and wholesaling. It is an appreciable fact that in this growing industrial community, the greatest number of manufacturing firms are not unionized. Retail unions, too, are conspicuously absent from the majority of retail establishments, 206 without, although this is a growing trend in metropolitan areas.

Minority workers are receiving a greater share of employment opportunities in the area in occupations requiring vocational training, as disclosed in Table 34. The greatest number, 397, are employed in contract construction. Manufacturing employs 263 of the 987 minority workers, followed by 205 in retail trade. These three areas employ 90% of the group; adding agriculture with its 87 employees brings the four areas to 96% of the employment opportunities. Greater emphasis should be given to minority group employment in all fields through job training, including upgrading, job placement and counseling assistance.

Training programs and fringe benefits are described in Table 35. Types of training programs available included high school on-the-job with 55 stations available; community college on-the-job with 35 stations now operating; company-paid college training where 36 students are currently enrolled; in-service programs training 135 workers and informal company training which is upgrading or retraining 365 workers. Other training programs are available, but not described. Apparently an extensive number of workers are being retrained, upgraded or inducted into the work force through special programs---an indication of the concern for greater productivity in this growing community in northern Illinois.

Fringe benefits were principally in the form of company-paid insurance with 290 firms of 450 reporting benefits, using this plan. Second in rank order were private pensions with employer contributions, a total of 69 firms; welfare, investment programs and company-paid college were provided, along with a sizeable group of 'other benefits.' Some form of fringe benefit is found in nearly all firms classified as 'large' in the community.

Hourly wages and annual salary scales are reported in Table 36. Classified by SIC standards, the highest wage was found in contract construction where the average hourly rate was $4.97. Second in rank was the $3.46 paid to transportation, communication and public utility workers. Both of these areas employ a small portion of the total work force. The average wage paid workers in the 311 industries reporting wages was $2.91. Average annual salaries paid management ranged from a high of $14,091 in finance, insurance and related with six employees reported, to a professional service salary of $1,557 which was an ancillary service.

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Table 34

Employment of Minority Workers by SIC Classification *

Classification	Total No. of minority workers employed
Agriculture, forestry	87
Contract construction	397
Manufacturing	263
Trans., comm. & pub. util.	7
Wholesale trade	2
Retail trade	206
Finance, insur. & real est.	2
Business & repair service	1
Personal services	0
Entertainment services	4
Professional services	6
Govt. - Education	4
Unclassified firms	9
Total	987

*Some employers do not gather this data, others do not keep differentiated records, and others would not reveal the information.

Table 35

Training Programs and Fringe Benefits Available by SIC Classification

Classification	Types of Training Programs Available							Type of Fringe Benefits Available						
	High school on-the-job	Comm. college on-the-job	Company-paid colltraining	In-service comp training	Informal comp training	Other	Total	Company paid insurance	Welfare funds	Private pensions (emp contr)	Company paid coll training	Invest program: stock sharing	Other	Total
Agriculture	5	25	5	29	46	2	112	26	4	8	4	7	18	67
Contract construction	1	0	1	4	14	6	26	5	5	9	0	1	6	26
Manufacturing	24	3	18	48	57	12	162	42	9	18	15	11	20	115
Trans., comm. & pub. util.	0	0	1	10	16	1	28	8	2	6	2	3	1	22
Wholesale trade	1	0	0	4	4	0	9	8	2	2	1	0	5	18
Retail trade	17	5	3	41	142	8	216	65	3	10	3	5	26	112
Finance, insur. & real est.	1	2	2	6	18	5	34	16	3	8	4	3	1	35
Business & repair service	1	0	0	2	7	0	10	4	1	0	0	0	0	5
Personal services	1	0	0	1	99	2	13	3	1	1	0	0	2	77
Entertainment services	0	0	0	1	6	0	7	1	0	0	0	[illegible]	1	22
Professional services	3	0	2	2	13	0	20	5	0	1	0	2	2	10
Govt. - Education	0	0	3	3	21	3	30	13	2	5	1	0	2	23
Unclassified firms	18	0	1	0	12	3	17	4	0	1	0	1	2	8
Total	55	35	36	151	365	42	684	200	32	69	30	33	86	450

Table 36

Reported Average Hourly Wages and Annual Salaries by SIC Classification

Classification	No. of firms reporting	Average wages of hourly employees	No. of firms reporting	Average annual salaries of salaried employees
Agriculture	36	$2.44	28	$6585
Contract construction	14	4.97	--	---
Manufacturing	80	3.12	33	10,422
Trans., comm. & pub. util.	12	3.46	3	7,000
Wholesale trade	12	2.31	--	---
Retail trade	110	2.63	25	8,796
Finance, ins. & real est.	9	2.69	6	14,091
Business & repair service	5	3.56	--	---
Personal services	10	1.92	4	6,250
Entertainment services	3	1.86	--	---
Professional services	4	2.52	26	1,557
Govt. - Education	8	2.92	28	7,537
Unclassified firms	8	2.35	4	7,531
Total	311		135	

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Section 6: Appendixes

Appendix A: Methodology

Appendix B: Survey Questionnaires

Appendix C: Summary of Survey Publicity

Appendix D: Cooperating Agencies

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Appendix A: Methodology

The survey team was composed, with two exceptions, of members of the professional staff of Kishwaukee College. The team members were selected on the basis of their individual areas of expertise as related to the survey goals. The timing of the survey allowed this group to design the instruments, conduct the interviews, and begin the reduction of the data during the summer months while they were not on regular college assignments. Thus, the day-to-day work was accomplished by this team with the Illinois State Employment Service personnel serving in an advisory capacity as consultants.

The area to be surveyed was determined largely along the lines of the Kishwaukee College District, taking into consideration the commuting patterns of local employees as determined by previous surveys. Although the communities of Hinckley, Sandwich, and Somonauk in southern DeKalb County are outside the Kishwaukee College District, they were included in the survey to enable better comparisons with published census data. The Rochelle Township High School District lies largely outside DeKalb County; however, it is a part of the Kishwaukee College District and also is in the area served by the local DeKalb office of the Illinois State Employment Service.

Design of the instruments used was based upon samples from several recent surveys conducted in other areas, modified by local requirements and the judgment of team members. Limited pilot runs were made to test the instruments and several local organizations including the Farm Bureau, Chamber of Commerce, and the Illinois State Employment Service contributed recommendations. All instruments were designed in such a way that the data collected could be coded by clerical personnel, keypunched by trained operators and processed by computer.

Both the area, over 800 square miles, and the population, more than 80,000, made it necessary to contact residents by mail if all were to be reached. To accomplish this, mailing lists were compiled for each community. The most accurate and complete lists available were primarily commercial lists maintained by advertising firms. Consultation with the various post offices in the area indicated that the 26,740 households to which questionnaires were mailed represented nearly 100% coverage of the families in the area. Additional copies of the questionnaire were made available in each community and a publicity campaign urging completion of the questionnaire was mounted. A summary of this campaign can be found in Appendix C.

One exception was made to the general mailing; no forms were sent to an apartment complex near Northern Illinois University. Since these residents during the summer were almost exclusively students at Northern Illinois University, living too far away to commute, they were not considered to be factors in the local labor picture.

No follow-up of non-responses was attempted, nor possible, since the mailing method did not provide names at each address and the omission of names on returns was common.

A concerted effort was made to coordinate the mailing of questionnaires with publicity through radio and newspaper announcements and advertisements. Additional publicity was used in the form of hand-outs, stuffers and posters in high-traffic areas within each community.

Addressing, mailing, receiving and coding were clerical processes carried out by student assistnats with training and supervision by the professional staff. Skilled keypunch operators then processed the coded forms for subsequent computer analysis.

While awaiting returns from the mailed survey, team members began the survey of business and industry. Areas were assigned to each of the 10 teams members with interview responsibilities and all firms employing 10 or more persons were visited. Usually the owner or personnel manager was interviewed. Additionally, a representative cross-section of smaller firms was contacted. The completion of this portion of the survey required three weeks.

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The interviewing of rural residents was assigned to college staff members from the Agriculture Division, since these team members were best prepared to communicate with the rural residents and since they had designed the forms to be used. The sample was chosen at random by the interviewers with instructions to achieve a balanced cross-section as they perceived the nature of the local situation. The rural interviewers planned systematic coverage of their assigned areas, taking, for instance, each fourth farm on north-south roads and going to adjacent farms on the right if the home proved to be rented outside the parameters of the survey.

A special problem was presented in the interviewing of the settled-in Spanish-speaking residents of the area. This segment of the survey required that one member of the team be chosen for his understanding of this subculture and his ability to communicate with the people. The individual selected for this portion of the survey had demonstrated repeated success in communicating with these groups over a period of years and was fluent in both the academic and working language of the people. His personal contacts with influential members of this subculture gained him entry to an otherwise closed society and enabled virtually 100% coverage of the group. Each respondent made known his acquaintance in the group and through this word-of-mouth method, all known settled-in families were contacted.

The interviewer found that most families had received the mailed questionnaire, but none had returned it. Therefore, he completed that questionnaire without intentionally influencing the respondents. He then completed the special form for the Spanish-speaking.

As a validity check for the mailed questionnaires and in order to gain certain additional information, personal interviews were conducted with a sample of 1,203 individuals from the general population. Several of the same questions that were included in the mailed questionnaire were asked in the personal interviews. Sampling was accomplished by the use of periodic positions in telephone directories with an alternate plan in the case of unsuccessful contacts. The bias resulting from the use of the directories is slight in the area; however, a small percentage of low-income families may have been excluded.

After all coding and keypunching was completed, data reduction was accomplished using the Kishwaukee College computer. Computer programs were developed specifically for this survey.

The selection of data comparisons to be published in the final report was made by team members after consultation with the Illinois State Employment Service personnel. Several similar surveys were used for comparison and all data deemed useful to the various segments of the community have been included.

Kishwaukee College

Manpower Inventory Questionnaire

Strictly Confidential:

A. Name _____ (Last First Middle)

B. Sex: Male ☐ Female ☐

C. Address: _____ (Street) High School Dist. _____ (City) County

D. Marital Status:
- ☐ Single
- ☐ Married
- ☐ Divorced

E. Telephone: _____

F. Age:
- ☐ 16-20
- ☐ 21-25
- ☐ 26-30
- ☐ 31-35
- ☐ 36-40
- ☐ 41-50
- ☐ 51-60
- ☐ 61-65

G. Formal Education: (Check highest achieved)
- ☐ 8 years or less
- ☐ Had some high school
- ☐ Graduated high school (college prep or general)
- ☐ Graduated high school (vo-tech., as DO, Aq, etc.)
- ☐ Attended community college, did not graduate
  - ☐ Kishwaukee College
  - ☐ Other community college
- ☐ Graduated community college--AA or AS degree
- ☐ Graduated community college--AAS degree
- ☐ Attended 4-year college, did not graduate
- ☐ Received bachelor degree
- ☐ Received graduate degree(s)

H. Trade Education: (Check those that apply)
- ☐ Served apprenticeship
- ☐ Completed company training program
- ☐ Attended trade school
- ☐ Military trade school
- ☐ Completed certificate program at community college
  - ☐ Kishwaukee College
  - ☐ Other community college
- ☐ Actual experience on job
- ☐ Other (Please specify:) _____

I. Present Occupation: (Check one)
- ☐ Farmer or farm laborer
- ☐ Student--high school
- ☐ Student--college
  - ☐ Full time (12 or more hrs.)
  - ☐ Part time (Under 12 hrs.)

  College attending
  - ☐ Kishwaukee College
  - ☐ Northern Illinois University
  - ☐ Other
- ☐ Businessman--Ag related
- ☐ Businessman--Retail, wholesale
- ☐ Businessman--Ind, Manag.
- ☐ Businessman--Service
- ☐ Clerk
- ☐ Office/secretarial
- ☐ Tradesman--skilled
- ☐ Tradesman--semi-skilled
- ☐ Tradesman--general labor
- ☐ Professional person
- ☐ Housewife
- ☐ Housewife--outside job
- ☐ Retired

J. Specific Occupation: State your job description or title:
(Examples: farmer, carpenter, teacher, lathe operator, etc.)

☐ _____

Please turn page over

K. Present work status: (Check one)
- ☐ I am working full time (30 hrs. or more a week)
- ☐ I am working part time (less than 30 hrs. a week)
- ☐ I am not working

L. By reason of education or experience, I could work at the following Jobs: (Check those that apply)
- ☐ Agricultural production
- ☐ Agricultural supply, service
- ☐ Agricultural mechanics
- ☐ Agricultural products
- ☐ Ornamental horticulture
- ☐ Advertising
- ☐ Sales
- ☐ Industrial marketing
- ☐ Transportation
- ☐ Retail trade
- ☐ Wholesale trade
- ☐ Accounting, computing
- ☐ General office, clerical
- ☐ Stenographic, secretarial
- ☐ Shipping clerk
- ☐ Medical laboratory technology
- ☐ Nursing
- ☐ Radiologic
- ☐ Mental health technology
- ☐ Community health aid
- ☐ Heating, air conditioning
- ☐ Appliance repair
- ☐ Automotive technology
- ☐ Aviation technology
- ☐ Construction, maintenance
- ☐ Custodial
- ☐ Electrical technology
- ☐ Electronics technology
- ☐ Foremanship, supervision
- ☐ Metalworking
- ☐ Plastics occupations
- ☐ Quantity food preparation
- ☐ Refrigeration
- ☐ Engineering-related technology
- ☐ Hotel and lodging
- ☐ Fire and fire saftey
- ☐ Law enforcement, corrections
- ☐ Fabric-related occupations
- ☐ Other: (Please specify)

☐ _____

M. IMPORTANT! Please list your present or last place of employment:

Company: _____ Address: _____

Dates of employment: From: _____ To: _____

Current gross annual wages: _____ ☐

N. Are you now actively seeking employment? (Check one) Yes ☐ No ☐

O. If a new industry moved into this area having jobs for which you are qualified, would you apply for work? (Check one) Yes ☐ No ☐

P. What wage level would you accept for a new job? (Check one)
- ☐ $1.60-1.99 per hour
- ☐ at least $2 per hour
- ☐ at least $3 per hour
- ☐ at least $4 per hour
- ☐ at least $5 per hour
- ☐ over $5 per hour

Thank you

Above are the front and back of the questionnaire which was mailed to 26,740 households in the survey area as well as being available at central points in many communities.

IMPORTANT---PLEASE READ COMPLETELY

You are being given the opportunity to participate in developing an inventory that will describe the essential economic services available to this area and to establish a workable plan for the future industrial, agricultural, and educational growth of the area.

Please complete the strictly confidential questionnaire and return it as soon as possible to allow your participation in helping to make the Kishwaukee Area a better place in which to live, work, and go to school.

Please follow these instructions in completing the enclosed questionnaires:

1. Each member of your family between 16 and 65 years of age should fill out one questionnaire. Other family members need not complete a form.

2. Please read each question completely and answer every question that is asked. Remember this inventory is confidential and no information will be printed that shows as individually identifiable statistics.

3. In questions I and L, check the occupation(s) that you feel most closely relate to your background.

The other questions should be self-explanatory, however, you may reach us at Kishwaukee College (Phone: 825-2086) if you have any questions. If you need more questionnaires, please call the above number for information about how to obtain them.

Thank you for taking a few minutes to help yourself to a better community.

KISHWAUKEE AREA MANPOWER INVENTORY TEAM

ILLINOIS STATE EMPLOYMENT SERVICE

Kishwaukee College offers transfer, vocational and adult education programs. To obtain schedules of classes, catalogs or information, so indicate by listing your needs (with name and address) on the reverse of this sheet and enclosing it with the questionnaire in the envelope provided.

The instruction sheet which is reproduced above, accompanied the mailed questionnaire (shown on page 52).

KISHWAUKEE COLLEGE MANPOWER INVENTORY QUESTIONNAIRE
Spanish-Speaking Community

A. Name _____ (Last / First / Middle)
B. Address _____ (Street / High School Dist.)
_____ (City / County)
C. Telephone _____
D. Are you a U.S. citizen? Yes__ No__

E. If your answer to D is "No," have you applied for citizenship? Yes___ No___

F. If your answer to D is "No," are you interested in applying for citizenship? Yes___ No___

G. Do you need help in seeking U.S. citizenship? Yes___ No___

H. What is your national heritage?
Mexico __
Cuba __
Puerto Rico __
Other __

I. Do you: (Check those that apply)
Read Spanish? __ Speak Spanish?
Write Spanish? __ Understand Spanish?__

J. Do you: (Check those that apply)
Read English? __ Speak English?
Write English? __ Understand English?__

K. Do you have an Illinois driver's license? Yes___ No___

L. If the answer to K is "No," do you need help in securing a driver's license? Yes___ No___

M. If you were interested in going to school, would you have need of child care services? Yes___ No___

N. If the following courses were offered at Kishwaukee College, in which would you be most interested?

English and Speech for Spanish-speaking Americans __
Consumer Education __
Driver's Education __
Automotive Mechanics (car-truck-farm) __
General Education Development Program--in Spanish--(to secure a high school equivalency diploma) __
Adult Basic Education __

This questionnaire was delivered to the Spanish-speaking population by the bilingual interviewer.

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Team Member_____
Date_____
Recorded_____

KISHWAUKEE COLLEGE

MANPOWER OCCUPATIONAL SURVEY

1. Name of Firm:_____ 2. Respondent (Name or Title):_____

3. SIC Industrial Group Title: 0 2 4 6 8 10 12 14 / 1 3 5 7 9 11 13 Other:_____ 4. Address:_____

5. Number of Employees: ___1-19 ___20-49 ___50-74 ___75-99 ___100-174 ___175-249 ___250-499 ___500 or more Management ___

Type of Job	Estimated Average Number on Payroll Per Month This Year Full	Part	Prediction of Employment Needs for the Next Five Years - 1976 Increases: Great 20%	Small 5-20%	Same	Decreases: Great +20%	Small 5-20%	Local Supply of Qualified Employees Other Than Trainees: Scarce	Adequate	Surplus	Type of Training Program: Formal Informal HS - OTJ CC - OTJ	Yearly Turn-Over Rate	Union Status Yes/No	Average Wage	Average Salary	Fringe Benefits	Opportunity for Upward Job Mobility	Desired Community College Training	Number of Minority Workers
(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)	(25)

Part 2

ESTIMATED NUMBER OF EMPLOYEES BY THE FOLLOWING CLASSIFICATIONS

Currently Employed

01 - Agricultural

- AGRICULTURAL PRODUCTION
- AGRICULTURAL SUPPLIES, SERVICES
- AGRICULTURAL MECHANICS
- AGRICULTURAL PRODUCTS
- ORNAMENTAL HORTICULTURE
- AGRICULTURAL RESOURCES
- FORESTRY
- OTHER

04 - Distributive Education

- ADVERTISING
- APPAREL AND ACCESSORY SALES
- AUTOMOTIVE SALES
- FLORISTRY SALES
- FOOD DISTRIBUTION
- FOOD SERVICES
- GENERAL MERCHANDISE SALES
- HARDWARE, BUILDING, GARDEN SALES
- HOME FURNISHINGS SALES
- HOTEL AND LODGING
- INDUSTRIAL MARKETING
- INSURANCE
- INTERNATIONAL TRADE
- PERSONAL SERVICES
- REAL ESTATE
- RECREATION AND TOURISM
- WHOLESALE TRADE
- OTHER

07 - Health Occupations Education

- DENTAL ASSISTING; LAB
- MEDICAL ASSISTING; LAB
- NURSING
- RADIOLOGY
- REHABILITATION
- OPTOMETRIC
- PHARMACY
- DENTAL HEALTH
- OTHER

09 - Home Economics

- CARE AND GUIDANCE OF CHILDREN
- FOOD MANAGEMENT
- OTHER

14 - Office Occupations

- ACCOUNTING AND COMPUTING
- BUSINESS DATA PROCESSING
- SYSTEMS ANALYSIS
- FILING, OFFICE MACHINES
- GENERAL OFFICE CLERK
- COMMUNICATION SYSTEMS (PBX)
- MATERIALS HANDLING
- PERSONNEL, TRAINING
- RECEPTIONIST
- SECRETARY
- SUPERVISORY AND ADMINISTRATIVE
- TYPING AND RELATED
- OTHER

12 - Trade and Industrial Occupations

- AIR CONDITIONING
- APPLIANCE REPAIR
- AUTOMOTIVE SERVICES
- AVIATION OCCUPATIONS
- BLUEPRINT READING
- BUSINESS MACHINE MAINTENANCE
- CARPENTRY
- COMMERCIAL ART OCCUPATIONS
- CONSTRUCTION AND MAINTENANCE
- CUSTODIAL SERVICES
- DIESEL MECHANICS
- DRAFTING
- ELECTRICAL OCCUPATIONS
- ELECTRONICS OCCUPATIONS
- FABRICATION, INSTALLATION AND MAINTENANCE OF INDUSTRIAL PIPING SYSTEMS
- GRAPHIC ARTS OCCUPATIONS
- HEATING
- INDUSTRIAL ATOMIC ENERGY
- INSTRUMENT MAINTENANCE AND REPAIR
- METAL WORKING
- METALLURGY
- PLASTICS OCCUPATIONS (Barbering, Cosmetology)
- PUBLIC SERVICE OCCUPATIONS
- QUANTITY FOOD OCCUPATIONS
- REFRIGERATION
- SMALL ENGINE REPAIR
- UPHOLSTERING, TAILORING, TEXTILES
- WELDING, LEATHERWORKING
- WOODWORKING
- OTHER

Part 3

1. Have you utilized the IRES as a source for employees? yes___ no___

2. If no, would you be interested in receiving more information about IRES? yes___ no___
(Note: If yes, have respondent complete IRES sheet)

Part 4

What additional remarks do you feel might benefit this inventory?

MANPOWER INVENTORY
Interview Guide
Farmers and/or Farm Laborers

1. Which types of farm classifications apply to your situation?

___ ___ Owner--non-operator ___ Owner--operator
___ ___ Tenant-operator ___ Custom-operator
___ Farm Laborer (only)

2. In each of the classifications that apply to you, how many total acres are involved?

___ ___ ___as owner-operator (acres) ___as tenant-operator (acres)
___ ___ ___as custom-operator (acres) ___as farm laborer (acres)
___ ___as owner-non operator (acres)

3. How many people do you currently employ on a full-time basis?

___ ___ ___Yearly ___Seasonally

4. How many people do you currently employ on a part-time basis?

___ ___ ___Yearly ___Seasonally
___ ___Daily

5. Of your full-time employees, how many have been employed for:

___ ___ ___less than 1 year ___1 or 2 years
___ ___ ___3 or 4 years ___5 years or over

6. What types of remuneration do you provide for employees? (Check those that apply)

___ ___ ___Wages only ___Wages plus room & board
___ ___ ___House and/or utilities ___Production bonus and/or

7. Which hourly wage rate range applies to your full-time employees? (State average)

___ Under $1.50 ___ $3.01 - $4.00
___ ___ $1.51 - $2.00 ___ over $4.00
___ $2.01 - $3.00

8. Which hourly wage rate range applies to your part-time employees? (State average)

___ Under $1.50 ___ $3.01 - $4.00
___ ___ $1.51 - $2.00 ___ over $4.00
$2.01 - $3.00

12. Have you been employed off the farm in the past 12 months? (Check one)

___Part-time all year ___Full-time part of year
___ ___Full-time all year (30 hrs. or more a wk.) ___No

___ A. What kind of employment was it? _____

___ B. Could a special training program if available, help you in this work? ___Yes ___No
Specify training needed: _____

13. ___ If an off-farm job opportunity (full-time) were available within years, would you leave farming? ___Yes ___No

A. If yes to question #13, what kind of employment would you like to have if the job and training were available?
_____

B. What type of training program is necessary to qualify you for this kind of employment? _____

C What minimum hourly wage would be necessary for you to accept this type of employment? _____ per hour

D. How many miles would you drive (one way) for this type of employment? _____

9. In the next five years, how many additional full-time employees will you need? (Check one)

___ 1 - 2 ___ Over 5
___ ___ 3 - 5 ___ None

10. What technical knowledge and/or skills are needed by your employees? (List) _____

11. Do you expect to be farming 5 years from now? (Check one)

___ ___Yes ___No

A. If yes to question #11, do you expect to have:(Check one)

___ ___ ___More acreage to farm ___More livestock

B. If yes to question #11, what do you see as the greatest managerial problems facing you in the next 5 years?

___Financing ___Labor
___ ___Acreage for expansion

C. If no to question #11, why will you probably leave the farm? (Check appropriate boxes)

___ ___ ___Retiring ___Low annual $ returns
___ ___ ___Health ___Greater opportunities elsewhere
___ ___Inadequate resources (land, capital, labor)
___ ___Other _____ (Specify)

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KISHWAUKEE AREA MANPOWER INVENTORY
Personal Interview Guide-Residents

1. _____ How many members of your immediate family between the ages of 16 and 65 are living at this address?

	Husband	Wife	Children in Work Force(
2. Sex			
3. Marital Status			
4. Age			
5. Present Occupation			
6. Length of employment at current job			
7. Highest attained level of education			
8. If currently attending school: full time or part time			
9. Reason for attending school			
10. Identify type of trade education, if any			
11. Is anyone actively seeking employment?			
12. Identify reason for not returning original mailed questionnaire, if applicable			

13. Name of town_____

14. Would you utilize the services of a child day care center to either work or go to school?
_____Yes _____No

15. If working, have you ever used the services of the Illinois State Employment Service?
_____Yes _____No

16. If not working, have you contacted the Illinois State Employment Service?
_____Yes _____No

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Appendix C: Summary of Survey Publicity

July 7	First news story appeared in the Rockford Morning Star, Rochelle News-Leader, DeKalb County Journal, DeKalb Daily Chronicle, Waterman Enquirer, Sandwich Free Press.
July 7 - 14	First set of ads, about 40 column-inches each, appeared in the DeKalb Daily Chronicle, DeKalb County Journal, Rochelle New-Leader, Waterman Enquirer, Sandwich Free Press, Citizen Shopper.
July 9 - 12	Radio 'call-in' talk programs with Ernest Harfst talking about the survey were held over WLBK in DeKalb and WRHL in Rochelle.
July 15 - 17	First set of radio commercials, 10 per day, 30 seconds each, three different ones, were aired on WLBK on July 15, 16, 17.
July 14 - 21	Second news story appeared in DeKalb County Journal, DeKalb Daily Chronicle, Rochelle News-Leader, Waterman Enquirer, Sandwich Free Press, Rockford Morning Star.
July 14 - 15	First set of photos appeared in DeKalb County Journal and DeKalb Daily Chronicle.
July 14 - 21	Second set of ads, about 40 column-inches each, appeared in the Waterman Enquirer, DeKalb Daily Chronicle, DeKalb County Journal, Citizen Shopper, Rochelle News-Leader.
July 19 - 23	Over 13,000 bulletin stuffers on colored paper were mailed to area churches throughout DeKalb County and the Rochelle area, accompanied by a letter to the minister.
July 21 - 23	Second set of photos appeared in the Waterman Enquirer, Sandwich Free Press, Rochelle News-Leader.
July 21 - 28	Third news story appeared in the DeKalb County Journal, DeKalb Daily Chronicle, Rochelle News-Leader, Waterman Enquirer, Sandwich Free Press, Rockford Morning Star.
July 31 - Aug. 2	Second set of radio commercials appeared over WLBK, DeKalb
Aug. 6 - 13	Fourth news story appeared in DeKalb County Journal, DeKalb Daily Chronicle, Rochelle News-Leader, Waterman Enquirer, Sandwich Free Press, Rockford Morning Star.
Aug. 11 - 20	Third set of photos appeared in the DeKalb Daily Chronicle, Waterman Enquirer, DeKalb County Journal.

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Appendix D: Cooperating Agencies

Kishwaukee College
U.S. Department of Labor,
Rural Manpower Service
Illinois State Employment Agency
DeKalb Office, ISES
Cooperative Extension Service,
University of Illinois
Concerted Services in Training
and Education
Area Chambers of Commerce

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